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CONCILIATION AND ARBITRATION BOARD
BOARD OF TRADE (LABOUR DEPARTMENT).

REPORT
ON
R U L E S
OF
VOLUNTARY CONCILIATION AND
ARBITRATION BOARDS AND
JOINT COMMITTEES.

Presented to both Houses of Parliament by Command of His Ma

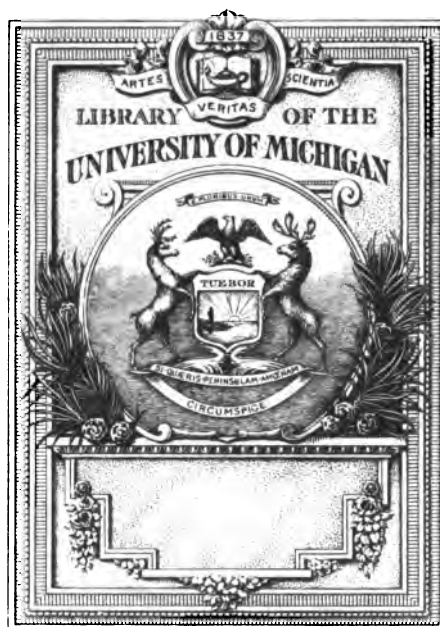


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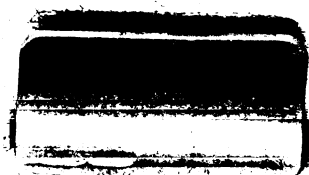
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TO THE SECRETARY OF THE BOARD OF TRADE.

SIR,

I HAVE the honour to present herewith a Report by the Labour Department on the Rules of Conciliation and Arbitration Board and Joint Committees in the United Kingdom.

From time to time inquiries respecting existing Conciliation Boards have been addressed to the Department by persons interested in conciliation and arbitration, or by those contemplating the establishment of a Conciliation Board. Accordingly, it has been thought convenient to bring together in this volume the rules of a number of Boards and Joint Committees formed for this object.

The rules in each case have been arranged under several heads. Some difficulty has been experienced in making this classification, but it is hoped that this method of presenting them will facilitate reference, and be found more useful than a mere reprint.

An Appendix is given classifying the Boards according to the methods adopted for the settlement of disputes. A further Appendix shows the number of cases settled by Boards and Committees for a period of 10 years. A list is also given of existing Boards and Committees, with the names and addresses of their Secretaries.

The number of Boards and Committees in the various trades known by the Department to be in existence at the present time is 194, and it is estimated that more than 1,250,000 work-people are covered by the operations of all the conciliatory agencies now in existence. In addition, there are two Boards whose work is restricted to questions affecting employees of Co-operative Societies, and 15 District Boards not confined to any particular trade.

Friendly discussion at joint meetings of Boards and Committees consisting of representatives of employers and employed is now a very generally recognised method of settling wages and other matters in dispute—whether involving a stoppage of work or not—in most of the principal trades in the United Kingdom. Thus, in the coal mining and iron and steel industries,

wages—the most frequent cause of disputes—are in most districts controlled by Conciliation Boards or similar arrangements. In another large industry, the cotton trade, conciliation is provided for the spinning branch by the Brooklands Agreement, while the weaving branch has a Joint Committee with limited powers. In the engineering trades the Terms of Settlement made in January, 1898, of the dispute in 1897-8, provide conciliatory methods of arranging disputes for nearly the whole of the United Kingdom. In the ship-building trades, machinery is in existence at the important centres of this industry for avoiding a common cause of disputes, viz., the demarcation line of work between the various classes of trades employed. In the building trades, Conciliation Boards were, up to 1905, of a local character only, but in that year a national scheme of conciliation was formed.

The functions of Conciliation Boards vary considerably. A number of the most important Boards limit their work to fixing the general level of wages, others inquire only into disputes at individual works, others deal with the demarcation of work between different trades, while the last and most numerous class consider all questions, whether general or affecting individual works.

The value of the Boards as a means of preventing stoppages of work is shown by the fact that in the majority of cases the rules provide that no suspension of work shall be brought about by either party until the question in dispute has been considered by the Board. Some Boards, in the event of a stoppage having taken place, even refuse to consider the disputed matter until work has been resumed. Of the 7,248 cases settled by Conciliation Boards in the ten years, 1897-1906, only 92 (or about 1 per cent.) were preceded by a stoppage of work. Most of the Boards provide that all their decisions, or the awards of their arbitrators, &c., shall be final and binding, and a few Boards go further and impose a money penalty for breach of agreement or award.

It is satisfactory to find that 96 Boards and Committees, covering the majority of the important industries, have recognised the necessity of providing for the deadlock which ensues when the parties are equally divided. In these

Boards full automatic machinery has been provided for the settlement of disputes by reference in the final instance either to (1) an arbitrator appointed by the Board of Trade, or (2) a permanent neutral chairman, or arbitrator, or (3) an arbitrator appointed *ad hoc*, or (4) two arbitrators and an umpire, or (5) three arbitrators with decision by the majority. In 55 other cases full machinery for the settlement of disputes is provided, which can, however, only be put into operation by the mutual consent of the parties. There remain 27 cases in which no provision appears to have been made for avoiding such a difficulty.

I am, &c.,

A. WILSON FOX.

Board of Trade,

September, 1907.

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REPORT

BY THE

LABOUR DEPARTMENT

ON

RULES OF CONCILIATION BOARDS.

BOARDS IN PRINCIPAL INDUSTRIES AND NATURE OF THEIR WORK.

Conciliation Boards fall into two classes : (a) trade Boards, and (b) district and general Boards. The former are much the more numerous and important. As the Boards in any one trade may be expected to exhibit some resemblance to one another, it will be convenient first to note briefly the general features of the work of the Boards in each of the chief groups of industries. Statistical information as to the work of the Boards is given in Appendix II., pages 236 to 271, and examples of the cases dealt with will be found in the Annual Reports on Strikes and Lock-outs and on Conciliation and Arbitration Boards.

Coal Trade.

The Boards in the coal-mining industry form the most important group. At the present time there are Boards of Conciliation in all the principal coalfields of Great Britain, the chief function of which is to arrange general changes in wages. Such changes are made by means of percentage additions to or deductions from the rates prevailing in some specified year, these rates being termed the "standard." The standard rates vary in the different collieries, the variety of circumstances under which coal is got making it impossible to frame a price-list applicable to a whole district. In Northumberland, Durham, and South Wales the 1879 rates are the standard, while in the Federated Districts and in Scotland the standard rates are those of 1888. It may be noted that in the three latter cases there are maximum and minimum percentages above standard within which the changes must range, and that in each case a selling-price of coal is agreed upon as being proportionate to a certain rate of wages. In the case of Boards for the Federated Districts, South Wales and Radstock, the agreement expressly provides that the selling-price shall not be the sole factor regulating wages.

The importance of the work of these Boards may be gathered from the fact that the numbers of coal-miners, &c. affected by their decisions are in the case of Durham, 110,000, South Wales and Monmouth, 150,000, Scotland, 90,000, Northumberland, 38,000, and in the Federated area about 275,000. The number of Boards and Committees now in existence in the coal trade is 17, and about 700,000 workpeople are covered by their operations. The number of cases settled by Boards in this industry in the period 1897-1906 was 4,436, in only 38 of which was a stoppage of work involved.

Although the chief function of the Conciliation Boards in the coal trade is to regulate the general level of wages, other matters are in some cases dealt with. Thus in Durham and Cumberland other general questions than wages are considered, and in South Wales disputes at individual collieries may be brought before the Board after a committee composed of representatives of both sides has failed to effect a settlement. The Board for the Radstock District also deals with questions relating to individual collieries, as well as controlling the general level of wages in its district. The Board for the Forest of Dean deals with disputes only, whether general or individual, and does not deal with the general level of wages. The Boards for the Federated Districts, Northumberland, and Scotland, however, deal with the general level of wages only, although in the case of the Federated Districts, disputes at individual collieries have on occasion been referred to that Board for settlement.

To meet the case of disputes at individual collieries there are in Durham Joint Committees for miners, for cokemen and labourers, for colliery mechanics, and for enginemen, and in Northumberland for miners and for colliery mechanics. These Committees are distinct from the county Conciliation Boards. They deal with a large number of cases each year, but unlike those decided by the Boards, the cases generally affect few persons. In West Yorkshire also there is a Joint Committee, whose work does not include the fixing of the general level of wages, the district forming part of the Federated Districts. Such Committees, however, do not exist for all areas, and thus, for example, there is no conciliatory machinery established for the consideration of local miners' disputes in Lancashire, Notts, Scotland, and other districts.

Iron and Steel Trades.

In the iron and steel trades a system of sliding scales prevails by which the movement of wages is automatically regulated by periodical ascertainties of actual selling-prices. Some of these scales are in force at the works of single firms, while others are of more general application. Among the latter are the scales regulating the wages of about 5,500 blastfurnacemen in Cleveland and Durham, 3,400 iron and steel workers in the North

of England, and 3,500 ironworkers in Scotland. The scale adopted by the Midland Iron and Steel Wages Board in 1889, regulating the wages of 20,000 ironworkers in the Midlands, was terminated in February 1905, and subsequently it was decided to appoint a Special Committee for the purpose of formulating the terms of a new scale, applicable to the works included in and affiliated with the Board, and to be independent of any sliding scale acting in other districts. A new scale was approved and adopted by this Committee on June 4th, 1906.

The majority of the questions considered by these Boards relate to individual works or the fixing of rates for special classes of work, while occasionally revisions of the basis of the sliding scale or suspension of its action may come up for consideration. Thus the work of the Joint Committees for Cleveland and West Cumberland blastfurnacemen, and of the Conciliation Board for the Pig Iron Trade of Scotland, relates mainly to the settlement of disputes at individual works, sliding scales in these cases automatically determining the percentage change in standard rates of wages.

In the manufactured iron and steel trade there is great similarity in the rules of the Boards for the North of England, the Midlands, and the two Scottish Boards (one for iron, the other for steel). The objects of these Boards are the discussion of, and if necessary, arbitration on, wages or any other matters affecting the respective interests of employers or operatives, and the adoption of conciliatory means for averting stoppages, preventing disputes, and settling any that may arise. These Boards consist in each case not of representatives of associations of employers or workpeople, but of representatives of all the works affiliated to the Board. To the Midlands Board there is affiliated a "Welsh Committee" representing works in the South Wales sheet trade. Except in the case of the West of Scotland Steel Board, general changes of wages are regulated by sliding scales, and other matters are in the first instance referred to a Standing Committee. In the four Boards named the rules provide for ultimate reference of the difference to arbitration in the event of the Board failing to agree.

During the ten years 1897-1906 the Boards in these industries have settled 342 cases, and in only three of these cases did a stoppage of work occur. The number of Boards in existence in these trades is ten, and it is estimated that 50,000 workpeople are covered by their operations.

Engineering and Shipbuilding.

In the engineering and shipbuilding trades the greater part of the work of the Boards relates to the demarcation of work between different sections of workpeople. Few of the Boards deal with general wages questions, exceptions being the Boards

for the North East Coast patternmakers, the Wear shipbuilding trades, and the North East Coast marine engineers. The total number of cases settled in the ten years 1897-1906 by Boards in these trades was 770, and a stoppage of work occurred in only nine of them. The number of Boards and Committees now in existence is 18, whose operations are estimated to cover about 40,000 workpeople. Although in this group of trades there are no permanent Boards dealing with general questions in extensive districts, conciliatory machinery is set up in the "provisions for avoiding disputes" contained in an agreement of January 28th, 1898, between the Federated Engineering and Shipbuilding Employers on the one hand and the Amalgamated Society of Engineers and other trade unions on the other, settling the great dispute in the engineering trades. It is provided that in the event of any trade union desiring to raise any question with an employers' association, a meeting can be arranged by application to the Secretary of the latter. Failing settlement by the local employers' association and the trade union the matter shall be forthwith referred to the Executive Board of the Federation and the central authority of the trade union, and pending consideration of the question there shall be no stoppage of work, either of a partial or general character, but work shall proceed under the current conditions. A considerable amount of work has been accomplished annually by means of these local and central conferences. The number of workpeople covered by the terms of settlement is estimated at 100,000.

Textile Trades.

In the textile trades there are two Boards in the dyeing trade and one in the lace trade. This, however, is not the full extent of the machinery for conciliation. Thus, as regards cotton weaving, there is a Joint Committee for North and North East Lancashire, but it is expressly declared that the Committee is not authorised to come to any final conclusion on the matters brought to its notice. The object of the Committee is to consider in their preliminary stages all trade disputes occurring in the weaving department and coming within the knowledge of the officials of the operatives' amalgamation, with a view to preserving good feeling between employers and operatives. No notice of stoppage of work may be given by either side before the Committee has considered the dispute. In the case of cotton spinning, although there is no Conciliation Board, the Brooklands agreement,* provides conciliatory methods of arranging differences. The questions are in the first instance considered by the Secretaries of the local employers' and operatives' organisations, or by a joint committee of the same, and failing settlement they are ultimately referred to a joint committee of the employers' federation and the operatives'

* See p. 168.

amalgamation. Should this committee fail to effect a settlement either side is at liberty to take such action as it thinks fit. A considerable amount of work is done under the agreement, *e.g.*, in 1906, 455 cases were settled by the Secretaries or the local joint committees and 23 cases by the joint committee of the employers' federation and the operatives' amalgamation.

Boot and Shoe Trade.

In nearly all cases the Boards in the boot and shoe trade are formed on the same model, being constituted under and bound by the Terms of Settlement arranged in April, 1895, between representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives at a conference held at the offices of the Board of Trade, which terminated a general dispute affecting 46,000 workpeople. Differences in regard to the scope and jurisdiction of the local Conciliation and Arbitration Boards were part of the matters in dispute, and it was agreed under the Terms of Settlement that the various Boards (which had broken up owing to the dispute) should be immediately reconstituted and their rules revised so far as necessary, with a view to greater uniformity, by a joint committee. It was also agreed that with certain restrictions (*see* p. 189) the Boards should have full power to "settle all questions submitted to them concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within their districts, which it is found impossible to settle in the first place between employers and employed, or, secondly, between their representatives." Questions on which these Boards fail to agree are referred to two arbitrators, one selected by each side. Should the arbitrators not agree, the question is referred to an umpire whose decision is final. In 11 cases of Boards formed under the Terms of Settlement provision is made for the appointment of the umpire by the Board of Trade.

During the period 1897-1906, 922 cases have been settled, in only eight of which was a stoppage of work involved. The total number of Boards in this trade is 18, whose operations are estimated to affect about 20,000 workpeople.

Building Trades.

The number of Boards and Committees in existence in these trades is 99, while the number of workpeople covered by their operations is estimated at about 112,000. These Boards and Standing Committees, with the exception of the national Board for plumbers, have been until recently of a purely local character. In most cases also the Boards or Committees have been representative of only one section of these trades, *e.g.*, bricklayers, carpenters and joiners, or painters. General Boards for the

trades as a whole existed, however, at Bristol, Cheltenham, and Malvern. In the majority of cases there are no separate rules for these Committees, the constitution being provided for in the working rules agreed to by the local employers and the local branch of the trade union.

Quite recently, however, there has been a movement for the establishment of a conciliation scheme of a national character for the building trades. Rules for the establishment of Boards in these trades were agreed to by a Committee of employers and operatives in December, 1904, and were amended at the first meeting of the National Board held in October, 1905. The amended rules are printed on pp. 2-7. The scheme provides that disputes shall in the first instance be considered by the local Standing Committees, consisting of representatives of the employers and of the operatives of the branch of trade affected, a number of which, as above stated, are already provided for in the local working rules. In the event of the local Committee failing to agree, the matter is to be referred to the local Conciliation Board for the district, on which the local branches of all the trade unions which are parties to the scheme are to be represented. Failing settlement by the local Board, the matter is to go to the "Centre Board," there being one Centre Board for each centre district of the employers' federation. These centre districts cover large areas, *e.g.*, the Northern Centre covers the Northern Counties, Yorkshire, Lancashire, and Cheshire. Finally, should the Centre Board be unable to agree, either side may appeal to the National Board of Conciliation, consisting of representatives of the employers' federation and of the trade unions that are parties to the scheme. At any stage of the proceedings it is provided that matters may be referred to arbitration by mutual consent of the parties.

At present the parties to the scheme are the National Federation of Building Trades Employers and the following trade unions:—Operative Bricklayers' Society (London), Manchester Unity of Operative Bricklayers, Operative Stonemasons, Amalgamated Carpenters and Joiners, General Union of Carpenters and Joiners, and Associated Carpenters and Joiners. The National Board and four Centre Boards have been formed, and a number of local Boards have been established. The scheme does not at present apply to London (where there are a number of Boards for the various trades already in existence), and in other cases where conciliatory machinery is already in existence within the area of the new scheme, it can only be set aside by mutual arrangement or after due notice given.

There are also many codes of working rules agreed to by employers and workpeople which, though not establishing permanent Boards, provide the necessary machinery for conciliation and arbitration to be used as occasion requires.

Boards for Co-operative Societies.

Two Boards of a special character may here be mentioned. They are composed of representatives of co-operators and trade unionists, and are intended to deal with disputes arising between co-operative societies and their employees. One of the Boards is confined to Scotland.

District Boards.

There are a number of District Boards of Conciliation connected generally with the local Chambers of Commerce and local Trades Councils. Such Boards are intended to deal not with disputes in any one trade, but with any which may arise in the locality and may be referred to the Board. There is an obvious advantage, however, in a Board consisting of representatives of the trade affected rather than of outsiders, while external assistance can always be provided for by the appointment of an independent chairman, conciliator, or arbitrator, either permanently or as occasion may arise. District Boards are seldom called upon to consider cases, and in the ten years 1897–1906 only 33 cases were settled by such Boards.

SUMMARY OF FUNCTIONS OF BOARDS.

Strikes and Lock-outs.

As will have been seen from the preceding paragraphs, the functions of the Boards differ considerably. Some of the most important Boards limit their work to fixing the general level of wages, their decisions affecting considerable numbers of work-people. Other Boards, although in some cases covering a wide area, deal only with disputes at individual works, and have no jurisdiction as regards general questions in that area; others deal solely with the demarcation of work between different trades; while the last and most numerous class deal with all questions, whether general or affecting individual works, relating to wages and other matters affecting employers and employed within their area. This latter class comprises Boards of widely-varying importance, ranging from Standing Committees for one section of the building trades of a single town to the Board of representatives of coal owners and miners of South Wales and Monmouthshire.

Although the settlement of strikes and lock-outs is in some cases one of the objects of a Conciliation Board, the main work is in practically all cases the prevention of such stoppages by affording an organisation specially devised for arranging disputes by amicable means.

In the majority of cases it is provided that no stoppage shall take place pending the consideration of the difference by the Conciliation Board, and in a few instances (*e.g.*, in the rules of

some Boards in the manufactured iron and steel trade) it is provided that if a stoppage has taken place the Board will refuse to enquire into the matter until work has been resumed. Questions of the demarcation of work, however, are on a different footing, and the Boards in the engineering and ship-building trades dealing with this class of question allow a suspension of work on the disputed job, although forbidding a stoppage of other work not directly involved. To meet cases where the disputed work is urgent, provision is made for a temporary decision to be given by the firm, without prejudice to the ultimate arrangement of the matter by the Demarcation Committee.

Procedure.

Conciliation Boards generally consist of equal numbers of representatives of employers and employed, and it may be expected that frequently the two opposing sides of the Board may find themselves unable to agree. Accordingly, the efficacy of a Board as an instrument for arranging differences amicably depends to a considerable extent on the machinery provided for the settlement of cases referred to it, and especially on the provision or otherwise of an escape from a deadlock. At the same time, the importance of other matters than the machinery provided by the rules should be borne in mind, such as, *e.g.*, the personality of the members and the authority of the Board. Thus a Board whose rules provide no outlet in the event of the two sides failing to agree may in practice accomplish much useful work if the members are trusted by those whom they represent, and are in their personal character suitable for the work of conciliation.

Trade Boards.

An analysis of the rules of the Trade Boards set forth in this volume shows that the following classification may be made :—

- (I.) Boards whose rules provide complete automatic machinery for the settlement of disputes.
- (II.) Boards whose rules provide machinery for the settlement of disputes which can only be resorted to by mutual consent of the parties.
- (III.) Boards whose rules make no provision for avoiding a deadlock in the settlement of disputes.

In this classification no account has been taken of the procedure *before* the final failure of the parties to agree. It should be borne in mind that although in some cases only one meeting of the Board is provided for, in others opportunity is afforded for adjournments, during which the parties may reconsider the matter in consultation with their constituents, while in yet other

cases a series of Boards or Committees is provided, appeal being made from one to the next, if necessary, until the final joint body is reached.

Of the 178 Trade Boards and other conciliatory agencies covered by the rules printed on pp. 1 to 212, 96 have complete automatic methods for dealing with disputes in which the parties have been unable to arrive at a settlement. It should be pointed out that although this is a little more than half of the total number, it includes the majority of the important Boards in the principal industries. Thus, of the 818,000 workpeople estimated to be covered by the operations of Conciliation Boards in mining and metal industries, 703,000 are accounted for by Boards included under this heading.

As might be expected there is considerable variation in procedure in the rules of these 96 Boards, but a broad line of demarcation may be drawn as follows :—

- (a.) Boards which request the Board of Trade to provide the final machinery for the settlement of disputes.
- (b.) Boards which refer disputes to a permanent neutral chairman, president, arbitrator, referee or umpire.
- (c.) Boards which refer disputes to an arbitrator, referee or umpire appointed *ad hoc*.
- (d.) Boards which refer disputes to two arbitrators and an umpire.
- (e.) Boards which refer disputes to three arbitrators or referees with decision by majority.

I. a. In all, 36 Trade Boards in one way or another have made provision for the reference of disputed questions to the Board of Trade.

In some cases Conciliation Boards seek the assistance of the Board of Trade in the appointment of an arbitrator, umpire, or chairman at their annual or other election of officers. Thus, in the case of the Durham Coal Trade Board where an umpire is annually appointed, such appointment is made by the Board of Trade if the parties on the Board are unable to agree. In the case of the Huddersfield Corporation Tramways Board an independent chairman must be appointed by the unanimous vote of the parties. Failing such a vote the Board of Trade shall be asked to nominate one, and their selection is subject to confirmation by the Board. In the Standing Committee for the Louis XV. heel trade, and in the Joint Standing Committee in connection with the Government Boot and Shoe Contractors, an umpire is elected for an unspecified period by the Committee, or, if they disagree, by the Board of Trade. In the case of the two latter Boards particular attention should be paid to one feature of the rules, viz., that each party is entitled to appoint an expert as adviser to the umpire.

More frequently, however, application is made to the Board of Trade under the Conciliation Act, 1896, for the appointment of an arbitrator or conciliator when disputes arise which the Boards are unable to settle themselves.

This is done in the case of the Boards for the London building and tailoring trades, the Walsall bricklayers and carpenters and joiners, the West Bromwich labourers, the brass foundry trade, the gas and electric light fittings trade, and the water, steam, and beer fittings trade, where the Conciliation Board fail to effect a settlement; while in the case of the London bookbinders and cabinet makers, Stockton painters and Glasgow joiners, reference is made to this Department only if the Conciliation Board fail to agree upon an arbitrator. In the Landore Tube Works Conciliation Board it is provided that should either of the parties fail to appoint an arbitrator or to assist in appointing an umpire, the other party is entitled to apply to the Board of Trade to appoint an arbitrator whose decision shall be final and binding.

In the case of the Nottingham Lace Trade General Purposes Committee provision is made in the rules for an adjournment of the Committee, in the event of disagreement, in order that the members may consult their constituents. A second meeting must be held within 14 days, or if the Committee still disagree the matter is referred to the Board of Trade.

In the case of 11 Boards in the boot and shoe trade formed under the Terms of Settlement of 1895 (*see* p. 187) provision is made for the appointment by the Board of Trade of an umpire for the settlement of disputes which the arbitrators to the respective Boards have been unable to settle, and upon which they cannot agree as to an umpire.

It might also be stated that in the case of one District Board provision is made for final reference to the Board of Trade in the case of disputes. There are also in existence 21 agreements between employers and their workpeople which, although not establishing Conciliation Boards, make provision for reference to the Board of Trade for the appointment of arbitrators or umpires for the settlement of matters in dispute.

I. *b*. The next class to be considered, viz., Boards which refer disputes to a permanent neutral chairman, president, arbitrator, umpire or referee, covers 26 Boards.

Five of these are in the coal mining industry and call for special attention. Their rules provide, in the event of failure of the Board to agree upon a neutral chairman, for his nomination by the Chairman of the County Council in the case of Northumberland, by the District County Court Judge in Cumberland, by the Speaker of the House of Commons in the Federated Districts, by the Chairman of the Somerset Quarter

Sessions and the District County Court Judge jointly in the case of the Radstock Board, and by the Lord Chief Justice of England, or, if he refuse, the Speaker of the House of Commons, in South Wales.

Two important features of the rules of some of the above-mentioned Boards in the coal mining industry, are the restriction of the powers of the neutral chairman, and an adjournment of proceedings to afford an opportunity of consulting constituents. Thus, in the case of the coal mining Boards for the Federated Districts, the Radstock District of Somerset, and South Wales, the independent chairman has a casting vote only, and must decide in favour of one or other of the proposals submitted to him, and cannot make an award in the nature of a compromise. In the case of the Boards for Northumberland and Cumberland his power appears not to be limited in this way.

In the Northumberland and Cumberland coal mining Boards, the independent chairman presides at meetings of the Board to consider general questions, and, on the Board failing to agree, gives a decision on the matter as he thinks fit. In South Wales the Board first consider questions without the presence of the independent chairman, and, on failing to agree, adjourn the meeting for that gentleman to attend. If the Board still fail to agree, the chairman gives his casting vote at the adjourned meeting. In the Federated Districts, and the Radstock District of Somerset, formal provision is made for further discussion of the question by their constituents if the members of the Board fail to agree. In the case of the latter the meeting may be adjourned twice for this purpose, but at the third meeting the chairman gives his casting vote if the parties still differ. In the case of the Board for the Federated Districts the meeting is, on the parties failing to agree, adjourned for the matter to be further discussed by their constituents, and the independent chairman is summoned to the adjourned meeting. The rules of this Board, however, differ from those previously described in that they expressly provide that the chairman may, instead of giving his casting vote, refer the question back to the Board with or without any expression of his opinion. When a question is referred back in this way, the Board meets again within seven days, and at such meeting either of the parties may submit the same or an amended proposal, and if they cannot agree, the question is again submitted at an adjourned meeting under the presidency of the chairman, who either gives his casting vote or refers the question back as aforesaid. As this procedure may be repeated any number of times, it is clear that, although the chairman has only a casting vote, his final decision may not be in favour of either of the proposals originally submitted by the parties if the chairman refers the question back and one or both sides take the opportunity to amend their proposals.

The Boards for the Cumberland iron ore trade and the West Cumberland limestone trade refer questions on which they cannot agree to their neutral chairmen, who are elected annually. Both these Boards have committees for the consideration of local matters, the full Boards dealing with general questions and matters which the committees fail to settle. In the case of the Board for the Cumberland iron ore trade the Committee or the neutral chairman has the power to appoint an independent inspector, to be approved by both parties, to examine and report on the question at issue.

Included in this section are the Boards for pig iron manufacture in the Nottingham district, and for the manufactured iron trade in the north of England, the Midlands and Scotland.

The rules of the Board for blastfurnacemen in the Nottingham district are modelled on those of the Federated Coal Districts Board, similar rules being inserted as to the power of the neutral chairman to refer any question back an unlimited number of times.

In the case of the Boards in the manufactured iron trades falling in this class, in questions other than a general rise or fall in wages, the procedure is varied by the reference of the matter at first to a Standing Committee instead of to the full Board. Thus, in the North of England manufactured iron and steel trade, and the Scottish manufactured iron trade, local matters are referred first to a Standing Committee, next, if necessary, to the full Board, and finally to the permanent arbitrator, while general wages questions are first considered by the full Board, and then, on failure to agree, are referred to the permanent arbitrator in the case of Scotland, but, in the case of the North of England Board, to an arbitrator specially appointed (or, if the Board approve, to the standing referee).

Under the rules of the Midland Iron and Steel Board, questions which the Standing Committee fail to settle are remitted direct to the President, general wages questions being considered by the full Board, with ultimate reference to the President, who attends the meetings when requested. In recent years the number of cases coming before the Joint Committee of this Board have been few in number. This is attributed in a large degree (1) to the fact that fixed principles governing many cases have now been established, and (2) to the careful sifting of complaints by the operative representatives on the Board, whereby untenable claims are not put forward.

In the shipbuilding industry of the Mersey there are two demarcation committees for shipwrights, joiners and employers at Liverpool and Birkenhead, whose rules present a special feature of interest. This is the provision made for temporary decisions in cases of emergency, so that work on the disputed job may not be stopped. In such cases the firm may give a temporary decision which, however, is not to be used to prejudice the

ultimate settlement. In these two committees four expert referees are appointed annually, and cases which the committee are unable to settle are referred to one of the selected referees. Submission to the referee may be avoided by the unanimous vote of the committee requesting the chairman to give a deciding vote.

Three Boards in the boot and shoe trade, viz., those for Newcastle-on-Tyne, Bristol and Hinckley, submit their disputes in the final instance to a referee or umpire appointed annually, whose appointment in the case of Newcastle-on-Tyne is made by the Mayor if the parties disagree.

There are eight Boards in the building trades also included in this section, to one of which—the Board for the house painting trade of Sunderland—some reference should be made. This Board consists of a Departmental Board and a Court of Arbitration. Questions which the Departmental Board is unable to settle are referred to the Court of Arbitration, over which presides a neutral chairman with a casting vote.

I. c. The next class to be considered is of Boards which refer disputed questions in the final instance to a single arbitrator, umpire or referee appointed *ad hoc*.

In the event of failure of the Board to agree upon an appointment, provision is made for his nomination by the Lord Mayor of Birmingham in the case of the South Staffordshire Bolt and Nut Trade Board, by the Mayor of Leicester in the case of the Leicester Dyers' Board, and by the President of the local Chamber of Commerce in the case of the Boards for Bristol corn porters and dock labourers. The remaining eight Boards included under this classification reserve the appointment of the umpire, &c., to themselves.

I. d. So far the Boards dealt with have been those in the case of which differences are referred to the decision of a single individual if the Board fail to agree. Those which refer disputes to arbitrators appointed by both sides, with an umpire in case of disagreement by the arbitrators, must now be considered. These arbitrators differ from those in the previous classes of Boards in that they are not necessarily independent persons, but are more often representatives of the parties who respectively appointed them, as was the case in the earlier arbitrations of the North Country coal trade and its accessory industries. This procedure is useful where the question in dispute involves technical matters with which an outsider would be unfamiliar, and especially so if the matter is one of little importance affecting few persons, in which case the probability of disagreement among the arbitrators is considerably lessened. In the coal mining industry a large number of cases are settled in this way, the cases often involving only a few work-people in one section of a pit.

Provision is made in the rules of the Northumberland and Durham Coal Trade Joint Committees for the settlement of questions in this manner. These Committees have independent chairmen who may decide a question on which the voting is equal by giving a casting vote, or the matter may be referred to two arbitrators, one appointed by each side, and finally to an umpire chosen by the arbitrators or by the chairman of the Committee. In nearly all the Boards in the boot and shoe trade questions on which the Board fails to agree are referred to two arbitrators, one appointed by each side, and if they disagree, to an umpire appointed by them, but in the majority of cases provision is made for the nomination of the umpire in the final instance by the Board of Trade if the arbitrators fail to make an appointment. *See above p. xvi.*

Provision is also made for the reference of disputes to arbitrators appointed by both sides with ultimate reference to a single umpire in the rules of the following Boards :—Newcastle house painters, Tyne and Wear house painters, building trade Boards at Bristol, Cheltenham, and Exeter, Cleveland miners, Cleveland blastfurnacemen, West Cumberland blastfurnacemen, and the North East Coast marine engineers.

I. e. A variation in the procedure quoted in the last classification is provided by those Boards which refer their disputes to three arbitrators or referees, with decision by the majority, some of which must now be examined. The rules of the Conciliation Board for the Wear shipbuilding trade provide for the reference of questions in the first instance to a Departmental Board consisting of six representatives of the branch of trade affected and six employers, and failing settlement to the General Board, consisting of three representatives of each of the affiliated trades and an equal number of employers. If the General Board fail to settle by a majority of at least three-fourths the question is referred to a Board of Referees, one chosen by the employers and one by the workmen from a list of 23 names in the rules, and the third, to act as chairman, chosen by the first two from a list of four names, also embodied in the rules, or from any outside approved source. The decision of the majority of the referees is binding.

The procedure of some of the Boards for the demarcation of work in the shipbuilding trades must now be noted. These Boards generally consist of equal numbers of representatives of each trade affected, with a like number of employers, or in some cases a single employer as chairman. Thus the Demarcation Committees for the shipwrights and joiners on the Tyne and the Clyde consist of three shipwrights, three joiners, and three employers. Should either of the parties be dissatisfied with the decision of the Committee appeal may be made to three referees, one selected by each party from a list of 12 or 15 names compiled by a gentleman appointed by the Committee at its constitution. In the case of the Tyne Shipbuilding Board, the Board consists of an equal number of representatives of each trade affected, with an employer as chairman.

The latter ordinarily has no vote, but is entitled to give a decision if the members unanimously wish it. Failing settlement by the Committee or chairman, the question is referred to three members of the Tyne Shipbuilders' Association.

II. The next class of Boards to be considered is of those in which machinery for avoidance of a deadlock is set up, but can only be put into operation by mutual consent of the parties. So far as known to the Department these are 55 in number. In one of these, the National Plumbers' Board, a recommendation is made in the rules for the appointment of an arbitrator either by the parties or by the Board of Trade, but no compulsory power to resort to arbitration appears to exist.

The great majority of the Boards in this class are those which have been formed under the National Scheme of Conciliation for the Building Trades, whose rules provide for matters to be referred from the local Standing Committee to the local Conciliation Board, thence to the Centre Board, and finally to the National Board. In any of its stages on the consent of both parties the question in dispute may be referred to arbitration.

In the Scottish Coal Trade Board, when the parties are unable to agree, the question in dispute is adjourned to a further meeting. Should the parties still disagree at the second meeting, a third meeting may be held, at which a neutral chairman is called in to give a decision; but this takes place only when the parties agree upon this course at the second meeting, and then nominate the neutral chairman. The rules of the Board for the Scottish pig iron trade provide in cases of disagreement for further discussion by the constituents of the Board, and reference to a neutral chairman when at the second meeting both parties give consent to such procedure.

As regards the Board for the North East Coast pattern-makers, questions which the Board fails to settle may by common consent be submitted to a single arbitrator or to three disinterested gentlemen mutually approved by the Board, and the decision of the majority of the three is binding. If the Board cannot agree on one or three names each side appoints a referee, these two referees appoint a third to sit with them, and the decision of the majority of the three is final.

Another Board in this class is the Newport Coal and Coke Trimming Conciliation Board, in which the rules provide that on application from both sides the Board shall appoint two arbitrators, who in turn shall appoint an Umpire, whose decision shall be final and binding.

III. The last class of Trade Boards to be dealt with is that in which no provision appears to have been made to avoid the deadlock which arises from equality of voting on any question in dispute.

Under this heading may be placed the Board for the Forest of Dean Coal Trade, the Tyne and Tees Joint Committees of Employers and Boilermakers and Iron Shipbuilders, the Board for Shipwrights, Joiners, and Employers in the Associated Yards at Hartlepool, Stockton, and Middlesbrough, and a number of Boards and Committees in the building trades not covered by the National Scheme.

The Brooklands agreement, which has been in operation for the cotton spinning trade since 1893, provides for the reference of disputes to the local Secretaries of the employers' and operatives' organisations, next to a local joint committee of the same, and finally to a joint committee of the employers' Federation and the operatives' Amalgamation, but no provision is made for other means of settlement should the latter Committee fail to agree.

The Joint Committee for the Cotton Weaving Trade of North and North-East Lancashire may also be mentioned in this connection. It is agreed between the parties that no notice of stoppage shall be given until the Committee have considered the matter in dispute, but it is expressly provided that the Committee have no authority to come to a final decision.

Reference should also be made to the Terms of Settlement of 1898 in the engineering trade, under which much useful work has been done by local and central conferences in settling disputes involving engineers in the various centres of the industry. No provision, however, is made for the final settlement of questions upon which the parties are unable to agree.

In the case of the Bradford Dyers' Association Wages Board and the Dundee Plasterers' Committee an arbitrator is appointed by each side if the Board fail to agree, but an umpire between them appears not to be provided for.

District Boards.

So far the procedure of Trade Boards only has been dealt with; this section would, however, be incomplete without some reference to the procedure adopted by the District Boards. The majority of the District Boards have in recent years had little call upon their services, but the London, Walsall, and Aberdeen Boards have dealt with a number of cases, and their rules have accordingly been printed. These Boards differ from Trade Boards in that the parties to a dispute are not compelled to submit their differences to the Boards, but may do so either upon their own initiative, or at the request of the Boards themselves.

As regards the London Conciliation Board, it is stated that part of the scheme which provides for the formation of a Conciliation Committee in each trade which should consider and endeavour to settle the dispute before referring it to the Conciliation Board, has been practically abandoned, owing to

the difficulty experienced in forming the Committees. In practice the actual work of the Board is now done by the twelve representatives of capital or employers and the twelve representatives of labour provided for by the rules. The twelve former members are elected by the Council of the Chamber of Commerce. As regards the twelve labour members, a committee of delegates of trade unions in 1890, prior to the formation of the Board, agreed upon a list of 12 groups of trades (*e.g.*, metal trades, building trades, shipping trades, &c.) and determined the occupations to be included in each group. The workmen's organisations in each group of trades elect a labour representative for the group.

This Conciliation Board, in the first instance, invites both parties to the dispute to a friendly conference at the rooms of the Chamber of Commerce. In the event of their not arriving at a settlement among themselves, the disputants are invited to lay their cases before the Board with a view to receiving advice, mediation, or assistance. If both parties formally agree to submit the matter to arbitration, it is now the practice of this Board to select an equal number of employers and employed, not themselves interested in any way in the matter at issue, who form a panel of arbitrators and issue an award. Up to the present it has not been found necessary in any such case to choose an umpire on account of the arbitrators failing to agree.

Representation.

As regards the constitution of these Boards, the members generally consist of specified equal numbers of representatives of the Employers' Associations and of the Trade Unions which are parties to the agreement establishing the Board. On some Demarcation Boards, however, the employers are not represented, or they act only as chairmen or referees, while on the District Boards the employers' side is chosen, not by Employers' Associations concerned with questions affecting labour, but by local Chambers of Commerce. Again, in some of the Boards in the iron and steel trades, the members are representatives of works, not of organisations. Thus, in the Boards for the pig iron trade of Scotland, the North of England manufactured iron and steel trade, the Midland iron and steel trade, the Scottish manufactured iron and Scottish manufactured steel trade, each works affiliated to the Board sends one representative of the employers and one representative of the workmen employed thereat, the latter being chosen at a meeting of the men for this purpose. The Boards for the West Cumberland limestone trade, the Cumberland coal trade, and the Cumberland iron ore trade are similarly constituted.

Finance.

With respect to financial arrangements the usual custom is for each party to pay the expenses of its own representatives, and for expenses jointly incurred, such as cost of

printing, stationery, hire of rooms, expenses of independent chairman or umpire, &c., to be shared equally between the parties. In the case of the Boards in the iron and steel trades, the expenses of the Board are met out of a fund provided for by the deduction of a small sum (usually 1d. per head per fortnight) from the wages of the men at each affiliated works, and the payment by each firm of a sum equal to the total deducted from their workpeople's wages. The rules of these Boards provide fixed allowances for attending meetings, equal amounts being paid to employers' and operatives' representatives.

Money Penalties.

In a few cases it is provided that, where arbitration is resorted to, the costs shall follow the award. This is so with the Board of the Bristol Corn Trade Association and the Dockers' Union, and with the Demarcation Committees for Shipwrights and Joiners on the Tyne and Clyde, where any party to the Committee dissatisfied with the Committee's decision may appeal to the referees, but must pay the expenses of the appeal if the previous decision is confirmed.

In the rules of some Boards provision is made for the payment of caution money, or the establishment of a guarantee fund, with infliction of money penalties in certain circumstances. Thus, by the rules both of the Bristol Dock Labourers' Board and the Bristol Corn Trade Board, the employers and the Trade Union each deposit £300 as caution money, to remain intact until any of the provisions of the agreement establishing the Board, or of one of its awards, shall have been broken, in which case the money deposited by the offending party, or so much as is necessary to recoup any resulting loss or damage, shall be paid to the other party. Before the Scottish Board of Trade Unionists and Co-operators undertakes to consider and arbitrate on a dispute, the parties involved are required to sign an agreement pledging themselves to abide by the decision, and if either or both decline to accept the decision, they are to pay a penalty of £10. The parties to the Bradford Dyers' Association Wages Board each deposit £500, and persons failing to carry out the decisions of the Board or of its arbitrators are subjected to a penalty as the Board may decide. The South Staffordshire Bolt and Nut Trade Wages Board has a guarantee fund, to be applied by the Board in such manner as it thinks fit for the purpose of carrying out its arrangements; and in any case where members refuse to carry out the arrangements of the Board, the fund is to be applied in supporting the masters or workmen, as the case may be.

In the agreement of 1895, in the boot and shoe trade, known as the "Terms of Settlement," to which reference has already been made, it was stated that it was desirable and necessary to provide financial guarantees for duly carrying out the provisions

of the agreement and existing and future awards, agreements and decisions of Boards, arbitrators, or umpires. In order to give effect to this resolution a trust deed was entered into on March 8th, 1898, between the representatives of the Employers' Federation and the National Union of Boot and Shoe Operatives by which the sum of £2,000, half being contributed by each party, was vested in three trustees, as a guarantee for the due performance by each party of the obligations of the "Terms of Settlement." The deed was entered into for a period of two years, and has subsequently been renewed for definite periods. It has now been signed for an indefinite period subject to six months' notice on either side. Lord James of Hereford was appointed umpire to determine any question as to the breach or non-fulfilment by either party of the provisions of the Settlement, and as to the amount to be forfeited in respect thereof; and the deed provided that the costs of the reference and award should be at the discretion of the umpire.

Penalties have been inflicted on both parties under the deed, *e.g.*, in 1899 Lord James awarded that £300 should be forfeited out of the £1,000 deposited by the Union, and should be paid to the Employers' Federation in respect of a claim by the latter in regard to a strike, being a breach of Resolution 8 of the Terms of Settlement (*see* p. 190), and a refusal of workmen to appoint representatives to a Board of Conciliation, being a breach of Resolution 4 (*see* p. 188). In 1903, the Federated Associations of Employers and the National Union of Boot and Shoe Operatives were each fined the sum of £10; the former for refusal to allow the local Conciliation Board to deal with a certain question and dispute, the latter in consequence of a number of their members leaving work.

***RULES OF CONCILIATION BOARDS AND
JOINT COMMITTEES.***

BUILDING TRADES.

BUILDING TRADES' CONCILIATION BOARDS.

RULES FOR THE ESTABLISHMENT AND GOVERNANCE OF CONCILIATION BOARDS IN THE BUILDING TRADES.

Functions of Boards.

Objects.—The object of the Conciliation Boards shall be to adjust all questions or disputes relating to hours of labour, rates of wages, working rules and demarcation of work that may from time to time arise and be referred to them either by Employers or Operatives with a view to an amicable settlement of the same, without resorting to strikes or lock-outs.

Although the principal objects of the Conciliation Boards are the settlement of disputes as set forth in Rule 1, it shall also be within their province to meet and discuss any question of trade interest at the request of any of the parties to this agreement, providing that a fortnight's notice in writing has been given to the joint Secretaries of the Board concerned, setting forth the matter it is desired to discuss.

Constitution.

Representation on Local Boards.—These Local Conciliation Boards shall be formed in all districts where Employers and Operatives are sufficiently organised, and such Boards shall consist of two representatives from the local Branch of each Operatives' Association that is a party to this agreement together with an equal number of Employers elected by the Employers' General Association of the District.

Representation on Centre Boards.—There shall be one Centre Conciliation Board for each Centre District of the Employers' National Federation that may be a party to this agreement, which Centre Board shall consist of two representatives from each of the Operatives' General Associations parties hereto, and a like number of Employers elected by the Federations forming the Centres.

Representation on National Board.—The National Board of Conciliation shall consist of sixteen Employers elected by the National Federation of Building Trades' Employers, and a like

number of Operatives elected by the General Association of Operatives that are parties to this agreement, and the Board shall meet within ten days of the receipt of notice of appeal to consider any case referred from the Centre Conciliation Boards.

Substitutes and New Members.—If any of the representatives on any of the Boards die, resign, or otherwise cease to be qualified, a successor shall be appointed; and should any representative be unable to attend any meeting of the Boards a duly appointed substitute may attend in his place.

Resignations.—Any party to this agreement wishing to withdraw therefrom may do so by giving six months' notice in writing to the joint Secretaries to expire on May 1st.

Secretaries.—The Employers and Operatives on the several Boards shall respectively appoint each a Secretary who shall summon the meetings, keep the minutes, and generally carry on the business of the Boards under the directions of the members at their officially summoned meetings.

Duties of Officers.

Secretaries.—All meetings of the several Boards shall be convened by the joint Secretaries.

In case of an appeal being made either from a Local to a Centre Board or from a Centre to a National Board, the Secretaries of the Local or Centre Boards shall attend before the Centre or National Board as the case may be with all minutes and correspondence relating to the case, and the local parties interested therein may also attend before the Board, for the purpose of supporting their case or giving information only.

Procedure.*

Meetings.—The several Boards shall meet annually in May, to elect the Officers for the ensuing year and to transact such other business as may be necessary. The names of the representatives elected on the Board for each year commencing May 1st, must be forwarded to the joint Secretaries at least fourteen days before that date.

Reference to Local Board.—Any dispute or question that may arise shall in the first instance be dealt with by the joint local trade committee or representatives of the Employers and Operatives of the trade affected, but if they are unable to come

* See also Rules given below for Submission of Cases and Procedure in Debate.

to an agreement within fourteen days, unless the time is extended by mutual consent, or in cases where a notice or notices have been given by the date upon which such notice or notices expire, then the case shall be referred to the Local Conciliation Board for the district, such meetings to be called within ten days, and pending a decision of the Conciliation Boards, local or otherwise, no stoppage of work shall be allowed on any pretext whatever. If, however, the principal place of business of the Contractor is not situate within the district covered by the Local Conciliation Board, it shall be competent for him to demand that the case shall be heard by the Centre Conciliation Board of the district where the work is performed in lieu of the Local Conciliation Board.

Reference to Centre Board.—Should the Local Conciliation Board be unable to arrive at a settlement of any case or matter in dispute within fourteen days from the receipt of notice from either side, unless the time is extended by mutual consent, it shall be the duty of both the Secretaries of the Local Conciliation Board to give notice to the Centre Conciliation Board, and a meeting of the said Centre Board must be held within ten days of the receipt of such notice for the purpose of hearing the the appeal from the Local Board. Should any party to this agreement refuse to abide by any decision arrived at by the Joint Committee of the trade affected or by the Local Board, such party shall be considered as a delinquent, and their name or names sent to their respective Society or Association to be dealt with.

Reference to National Board.—Should the Centre Conciliation Board be unable to agree after all matters, minutes, and correspondence in reference to the question at issue have been duly considered, it shall be competent for either side within seven days after the sitting of the Centre Board to appeal to the National Board of Conciliation.

Notice of Discussion.—No subject shall be brought forward at any meeting of the Boards except with the consent of a two-thirds majority of the representatives present, unless seven days' notice thereof has been given to the joint Secretaries.

Quorum.—A majority of the representatives on each side shall constitute a quorum at any meeting of the Boards. The voting power of Employers and Operatives to be equal in all cases.

Voting.—The decision of any of the Boards to be binding must be carried by a majority of votes of those present, and in the event of the attendance on each side being unequal, a unanimous vote of the numerically weaker party shall be considered equal in number to the unanimous vote of the stronger side and the result shall be a tie; but should there be cross

voting the decision shall be given in favour of the side securing a majority of such cross votes. The Chairman shall have one vote only as a member of the Board, and shall not be entitled to give a casting vote.

Reference to Arbitration.—Though in all ordinary cases the procedure shall follow the rules above written, yet for the purpose of more quickly arriving at an agreement on matters in dispute it shall be competent for any of the several Boards by mutual and unanimous consent of the two parties to call in an arbitrator or arbitrators with power to settle the dispute, and where this is done the decision of such arbitrator or arbitrators shall be final and binding. In the event of an arbitrator or arbitrators being called in by any of the Boards, the costs, if any, shall be borne in equal shares by the Employers and Operatives unless left to the discretion of the arbitrator or arbitrators by mutual consent of the Board.

Revision of Rules.

Alterations.—Any party desiring an alteration of these rules shall give six months' notice in writing to the joint Secretaries of the National Board prior to the annual meeting thereof, and such notice shall at once be communicated to all the parties to this agreement, and the National Board shall have power to alter this agreement by a majority of votes of those present at the annual meeting thereof.

Rules for Submission of Cases and Procedure in Debate.

(a) The area of jurisdiction of any Conciliation Board shall be the area in which the rules between the Masters' Association and the Operatives' Societies apply.

In the event of an appeal being made to any of the several Boards to consider a dispute and one side objecting on the ground that it is out of order, then the Chairman, Vice-Chairman, and two Secretaries of the Board concerned shall at once meet to consider the question and decide whether a meeting of the Board shall be called. In those eligible localities where Boards are not already formed either section may take the initiative in forming or convening a meeting for the purpose of forming the local Boards.

(b) The matter to be submitted to the Conciliation Board should be definitely and specifically drawn up by the secretary of the party lodging the complaint or appeal so as to enable the Board to consider and if possible give a decision upon the precise matters submitted to them. The case to be stated and the evidence taken should be scrupulously confined to the matter or matters definitely set forth in the appeal.

(c) The Conciliation Board shall have power to amend the appeal to effectuate the real intention of the parties where the appeal has been erroneously or insufficiently drawn up. If a proposed alteration is a material one or will introduce new matter there must be the consent of a majority of the Board, the voting to be taken as provided by the rules.

(d) The date of the appeal shall be taken to be the date when application was made by one of the contracting parties to the joint Secretaries of the Conciliation Board.

(e) The proceedings at an appeal shall commence by the appellants making short statements of their case and calling witnesses in support of same. The other parties will be entitled to make a short statement of their case, call witnesses and produce evidence. The appellants shall have a right to reply. All witnesses to be subject to cross-examination.

(f) Witnesses shall only give evidence on matters which are within their personal knowledge, and hearsay evidence shall not be admitted. In case of illness or any other cause which makes it absolutely impossible for a witness to be present, the written statement of such witness shall be admitted but must be signed and attested by two witnesses.

(g) All evidence and information in relation to the matter under consideration communicated by one of the parties or their witnesses or agents shall be in the presence of the other parties.

(h) All the evidence to be submitted by both parties shall be heard before the case is closed by the Conciliation Board.

(i) When the case has been formally closed the parties and witnesses shall retire and no further evidence shall be heard or information communicated.

(j) If a member of the Conciliation Board has represented one of the parties as witness during the hearing he shall retire when the case has been closed, and not take any part in the deliberation of the Board while considering the evidence and arriving at their decision.

(k) Draft Minutes of all Meetings shall be mutually approved by the Joint Secretaries within a short period (say five days), and the record in both Minute Books should be identical therewith.

(l) These regulations are for the purpose of effectually carrying out the Rules already agreed upon for the establishment and governance of Conciliation Boards, and any determination of the said Rules, either by effluxion of time or notice given by any of the parties thereto, will apply with equal force to these Regulations.

(m) Any party desiring an alteration of these Regulations shall give six months' notice in writing to the Joint Secretaries of the National Board prior to the annual meeting thereof, and such notice shall at once be communicated to all the parties to this agreement, and the National Board shall have power to alter these Regulations by a majority of votes of those present at the annual meeting thereof.

The following standing orders governing procedure in debate were unanimously agreed to:—

- (a) All motions or amendments shall be reduced to writing by the proposer or seconder immediately on their being seconded.
- (b) Whenever an amendment is made on an original proposition, no further amendment shall be taken into consideration until the first has been disposed of.
- (c) If the first amendment be carried, it becomes itself an original question, whereupon a further amendment may be moved.
- (d) If the first amendment be negatived, then a second may be moved upon the original question under consideration; but only one amendment shall be submitted to the meeting at one time.
- (e) The mover of any original resolution, or of an amendment carried, shall have a right to reply before the question is put from the chair; but no other member shall be allowed to speak more than once on the same question, unless fresh evidence is introduced or the attention of the Chair be called to a point of order.

**THE BOARD OF CONCILIATION AND REFERENCE
OF THE NATIONAL ASSOCIATION OF MASTER
PLUMBERS AND THE UNITED OPERATIVE
PLUMBERS' ASSOCIATION OF GREAT BRITAIN
AND IRELAND.**

Functions of Board.

Object.—To promote and secure if possible an honourable and equitable adjustment of any matter or question pending between employer and employed with a view of avoiding or preventing strikes, lock-outs or other measures which prove disastrous to our mutual interests.

To consider any question affecting the Plumbing trade and to procure the improvement of any existing laws, usages and customs which the Board may consider to be prejudicial to the trade, and to amend or oppose legislation or other measures or the establishment of any usages or customs which in the opinion of the Board might prejudicially affect our Craft.

Constitution.

Representation.—For the purpose of carrying out the objects specified in Rule 2 (*i.e.*, Object—First Clause) the Board shall consist of two Executive officers and three local members of each Association.

For the purpose of carrying out the objects specified in Rule 3 (*i.e.*, Object—Second Clause), the Board shall consist of not less than three Executive officers of each Association, who shall have power to add to their number.

Chairman and Vice-Chairman.—The Chairman of the Board shall be a member of the National Association of Master Plumbers, the Vice-Chairman shall be a member of the United Operative Plumbers' Association. The minutes of the Board shall be signed by the Chairman and Vice-Chairman at the close of each Board Meeting.

Procedure.

Meetings.—The time and place of meeting to be agreed upon from time to time as necessity arises and convenience of members demands.

Appointment of Arbitrator.—The first duty of the Board as specified in Rule 4, section A (*i.e.*, Representation—Clause 1), shall be to recommend that the local employers and operatives do appoint an Arbitrator who shall only be requested to act in the event of the Board and local members failing to settle their dispute; the Board to recommend in all cases that the dispute be referred to the nominee of the Board of Trade as per Rule 2 (1) (d) in Conciliation Act, 1896. The decision of the Arbitrator shall be final.

Finance.

Expenses.—Each Association shall bear the expenses of its own representatives. Exceptional expenditure shall be considered by the Board; when agreed upon shall be borne equally by each Association.

BRICKLAYERS' AND PLASTERERS' DEMARCA- TION CONCILIATION BOARD FOR NEWCASTLE AND GATESHEAD.

Functions of Board.

Object.—In the event of any dispute arising the actual work in dispute to be suspended, pending communication between the Societies. In the event of their not being able to settle the matter the Board to be summoned to hear the point in dispute and decide thereon, and such decision shall be final and binding on all parties.

Constitution.

Representation.—The Board to consist of eight members, two nominated by Master Builders' Association, two by Bricklayers' Association, two by Plasterers' Association, and two architects.

Duration of Board.—From March 1st, 1897, to March 31st, 1898.

Substitutes.—In the event of the death, illness, or absence from home of any members, the respective Societies to have power to appoint *pro tem*.

Election.—The Societies to have power to elect or re-elect from year to year.

Secretary.—The Board to have power to appoint a Secretary who shall be a shorthand writer to keep the minutes and to summon the Board on the application of one or either of the Societies. He shall keep a true and correct record of the proceedings, but shall have no votive or deliberative power whatsoever.

Chairman and Vice-Chairman.—The Board shall at their first meeting appoint a Chairman and Vice-Chairman for the ensuing year.

Withdrawal from Board.—Either Society wishing to withdraw from this Board shall have power to do so on giving six months' notice to the Secretary, such notice to expire on the 31st March in any year.

Procedurè.

Witnesses.—The Board to be at liberty to hear evidence from personal witnesses.

Quorum.—Five members shall form a quorum.

Voting.—The vote of the majority shall in all cases be accepted as final; in the event of the voting being equal, the Chairman of the meeting to have a casting vote.

Decisions.—The decision of the Board on any dispute shall be conveyed in writing to each Society by the Secretary, countersigned by the Chairman of the meeting.

Finance.

Expenses.—All expenses to be defrayed by Bricklayers, Plasterers, and Master Builders in equal shares.

THE NEWCASTLE-UPON-TYNE AND DISTRICT HOUSE PAINTERS' BOARD OF CONCILIATION.

Functions of Board.

Object.—That the Board shall, at all times, be a substitute for Strikes and Locks-out, and shall adjust by conciliatory means, or, if necessary, by arbitration, all questions of dispute as to Wages, Working Rules or other matters that may arise and be, from time to time, referred to it, either by the Employers or Operatives.

Constitution.

Representation.—That the Board shall consist of an equal number of Employers and Operatives.

Election.—That the Employers and the Operatives shall annually, previous to the first day of January, hold meetings, and each elect five Delegates or Representatives, who, with the two Secretaries, shall constitute the Board for the ensuing year.

New members and substitutes.—If any representative die, or resign, or cease to be qualified, a successor shall be chosen within one month, in the same manner as is provided for in the yearly elections, and should any Representative be unable to attend any of the meetings of the Board through illness, or absence from home, a substitute may act in his stead for the time being.

Secretaries.—That the Secretary of the Employers' Association and the Secretary appointed by the various local branches of the Operatives' Society shall be the permanent members of the Board, so long as they retain their respective positions, and they shall act as joint Secretaries.

President and Vice-President.—That the Board shall meet for the transaction of business in January, when it shall elect a President and Vice-President—one from the Employers and the other from the Operatives—who shall continue in office until the next Annual Meeting, and shall be eligible for re-election thereat.

Referees and Arbitrator.—That to prevent any unnecessary delay in the appointment of an Arbitrator, where an equality of votes takes place, each party composing the Board shall annually appoint *two Referees*, and should these gentlemen fail to agree, they shall appoint an Arbitrator, who shall decide the matter in dispute, but should they fail to agree upon an Arbitrator, then the Judge of the Newcastle County Court, for the time being, shall be asked to act or to appoint one.

Duties of Officers.

President.—That the President shall preside over all meetings, and in his absence the Vice-president, but in no case shall the Chairman have a second or casting vote.

President and Secretaries.—That the place and time of meeting shall be arranged between the President and Secretaries, in default of any special direction.

Procedure.

Meetings.—That a meeting of the Board may be called at any time on a requisition stating the nature of the business to be transacted, from one Secretary to the other, and that a notice be sent to each member of the Board containing a copy of the requisition, and not less than seven days, or more than fourteen days, shall elapse between the receipt of the requisition and the holding of the meeting.

Evidence.—That all questions shall be submitted to the Board in writing, and may be supplemented by such evidence or explanation, personal or otherwise, as may be thought necessary.

Equality in Voting.—That should any Employer Representative or Workman Representative be absent from the Board at any of its meetings, a Representative on the other side shall not be entitled to vote.

Decisions binding.—That each Representative shall be deemed fully authorised to act for the body who elect him, providing that the matter at issue has been laid before his members for their approval or otherwise, and that the decision of a majority of the Board or Referees, as the case may be, shall be binding upon the

Employers and Operatives, and the operation of any decision shall be made to date back or be postponed, as may be directed by the party giving the decision.

Duration of awards.—Awards made by the Board or Referees shall remain in force for a period of twelve months after such award has been made.

Revision of Rules.

Alterations and additions.—That no alteration or addition shall be made to these Rules except at a special meeting of the Board, and not less than one calendar month's previous notice, in writing, specifying the nature of the alteration proposed, shall be given.

Finance.

Expenses.—That any expenses incurred by this Board shall be borne equally by the Employers and Operatives.

THE BOARD OF CONCILIATION FOR THE HOUSE PAINTING TRADE OF SUNDERLAND.

Functions of Board.

General Object.—The Board shall at all times adjust by conciliatory means all questions that may from time to time arise and be referred to it by either Employers or Workmen; and pending settlement of any questions by the Board there shall thereby be no stoppage of work, and the wages, hours of work, or other working conditions shall, until settlement, be those current at the time of notice given.

Functions of Departmental Board.—The Departmental Board shall consider all questions referred to it, and endeavour to come to an amicable settlement by those present.

Constitution.

Constitution.—The Conciliation Board shall consist of a Departmental Board and a Court of Arbitration.

Representation.—The Departmental Board shall consist of six representatives from the Employers and a like number from the

Workmen. The Arbitration Court shall consist of the same representatives, with an Independent Chairman, whose decision shall be final.

Chairman.—The Departmental Boards shall elect their own Chairman.

Secretaries.—The Secretary of the Masters Association and the Secretary of the Operatives shall be permanent members of the Board so long as they retain their respective positions, and shall act as Joint Secretaries, whose duties it shall be to call all meetings and arrange the place and date of the same, and generally to act in accord, to prevent any hitch as to non-acceptance of a chosen Referee, or any accidental occurrence which may interfere with the representative character of any meeting; also to prepare all balance sheets and arrange and apportion the expenses of the Board.

New Members.—The Secretary of each party shall forward the names of their representatives for the incoming year before the 31st day of January. Should any representative die, resign, or cease to be qualified, the nominators of such representative shall elect another in his place.

Procedure.

General Procedure.—Questions between the parties shall in the first instance be referred to the Departmental Board, and failing settlement by such Board shall then be referred to a Court of Arbitration; the Chairman of such Court to be chosen by the delegates at the final meeting of the Board, by placing the names of the 12 chosen referees in a hat, the first drawn to be Chairman, failing him, the second to act.

Notice of Alterations in Working Conditions.—That all notices of alterations of either wages, hours, or conditions of working must be given on either side, dating December 1st, and terminating on March 1st of the following year.

Meetings of Departmental Board.—A meeting of the Departmental Board shall be called after notice in writing, stating the business to be transacted, given by the Secretary of one of the parties to the Secretary of the other. Such meeting shall be held not earlier than seven days, nor later than fourteen days, after receipt of notice given as aforesaid. Failing a reply within fourteen days, each party shall consider the question or questions before the Board settled.

Meetings of Arbitration Court.—A meeting of the Arbitration Court shall be held not earlier than three days, nor later than seven days, after failure of the Departmental Board or Boards to decide the matters in dispute,

Voting—Generally.—At any meeting of either Departmental Board or Arbitration Court where the voting power present of one side preponderates, the voting power shall, before the taking of a vote, be equalised by the withdrawal from the side having the greater power of a number of representatives equal to the excess.

Chairman's Vote.—No Chairman shall have a casting vote on a Departmental Board.

Voting—Departmental Board.—At any meeting of the Departmental Boards the voting power of each side shall be equal, irrespective of the numbers present thereat. Not less than two-thirds of each party to be a quorum.

Voting—Arbitration Court.—At any meeting of the Arbitration Court the voting power of each side shall be equal, irrespective of the number present thereat. Not less than two-thirds of each party shall be a quorum.

Election of Referees.—The Departmental Board shall elect by ballot as per Rule 8 one of the gentlemen from the list following, twelve in number; and should any of the 12 elected Referees die, resign, or cease to be qualified, the nominators of such Referee shall elect another in his place, with the approval of the opposite party.

R. G. Davison.
W. M. Roche.
J. D. Fairless.
J. Sanderson.
Wm. Bruce.
F. Lamb.

T. W. Backhouse.
R. Punshon.
L. Thompson.
J. O'Neil.
P. Pratt.
J. Egglshaw.

THE TYNE AND WEAR HOUSE PAINTERS' BOARD OF CONCILIATION.

Functions of Board.

Object.—That the Board shall, at all times, be a substitute for Strikes and Locks-out, and shall adjust by conciliatory means, or, if necessary, by arbitration, all questions of dispute as to Wages, Working Rules, or other matters that may arise and be, from time to time, referred to it, either by the Employers or Operatives.

Constitution.

Representation.—That the Board shall consist of an equal number of Employers and Operatives—two from each local Conciliation Board.

Election.—That the Local Conciliation Boards shall, previous to the 30th of September in each year, appoint their Representatives.

New Members and Substitutes.—If any representative die, or resign, or cease to be qualified, a successor shall be chosen within one month, in the same manner as is provided for in the yearly elections, and should any Representative be unable to attend any of the meetings of the Board through illness, or absence from home, a substitute may act in his stead for the time being.

Secretaries.—That the Board shall elect two Secretaries—one representing the Employers and the other the Operatives—but they shall not have any vote.

President and Vice-President.—That the Board shall meet for the transaction of business in October, when it shall elect a President and Vice-President—one from the Employers and the other from the Operatives—who shall continue in office until the next Annual Meeting, and shall be eligible for re-election thereat. The Annual Meeting to be held in the second week of October in each year.

Referees and Arbitrator.—That to prevent any unnecessary delay in the appointment of an Arbitrator, where an equality of votes takes place, that the Representatives of each party composing the Board shall annually appoint *two Referees*, and should these gentlemen fail to agree, they shall appoint an Arbitrator, who shall decide the matter in dispute, but should they fail to agree upon an Arbitrator, then the Judge of the Newcastle County Court, for the time being, shall be asked to act or appoint one.

Duties of Officers.

President and Vice-President.—That the President shall preside over all meetings, and in his absence the Vice-President, but in no case shall the Chairman have a second or casting vote.

President and Secretaries.—That the place and time of meeting shall be arranged between the President and Joint Secretaries, in default of any special direction.

Procedure.

Meetings.—That a meeting of the Board may be called at any time on a requisition in writing stating the nature of the business

to be transacted, and that a notice be sent to each member of the Board containing a copy of the requisition, and not less than seven days, or more than fourteen days, shall elapse between the receipt of the requisition and the holding of the meeting.

Equality in Voting.—That should any Employer Representative or Workman Representative be absent from the Board at any of its meetings, a Representative on the other side shall not be entitled to vote.

Evidence.—That all questions shall be submitted to the Board in writing, and may be supplemented by such evidence or explanation, personal or otherwise, as may be thought necessary.

Decisions Binding.—That each Representative shall be deemed fully authorised to act for the body who elect him, providing that the matter at issue has been laid before his members for their approval or otherwise, and that the decision of a majority of the Board or Referees, as the case may be, shall be binding upon the Employers and Operatives, and the operation of any decision shall be made to date back or be postponed, as may be directed by the party giving the decision.

Duration of Awards.—Awards made by the Board or Referees shall remain in force for a period of twelve months after such award has been made.

Revision of Rules.

Alterations and Additions.—That no alteration or addition shall be made to these Rules except at a special meeting of the Board, and not less than one calendar month's previous notice, in writing, specifying the nature of the alteration proposed, shall be given.

Finance.

Expenses.—That any expenses incurred by this Board shall be borne equally by the Employers and Operatives.

STOCKTON-ON-TEES, THORNABY AND MIDDLES- BROUGH PAINTERS' CONCILIATION BOARD.

Constitution.

Representation.—A Board of Conciliation consisting of an equal number (such number not to exceed five) of employers

and employees shall meet when convenient, with a view to an amicable settlement of any dispute, as to the interpretation of these Rules or minor matters in dispute.

Procedure.

Reference to Umpire.—That in case of any dispute arising which the Board of Conciliation has failed to settle, the employers and employees shall each nominate three of their number, who shall agree upon an Umpire, under whose presidency they shall meet together with plenary powers to settle the questions in dispute. Should the parties nominated be unable to agree as to an Umpire, the Board of Trade is hereby empowered to choose an Umpire, whose decision shall be final.

MIDDLESBROUGH MASTER BUILDERS' AND BUILDERS' LABOURERS' CONCILIATION BOARD.

Functions of Board.

Object.—The object of the Board shall be to adjust by conciliatory means, all matters in dispute that may from time to time arise, and may be referred to it by either employers or employees.

Constitution.

Representation.—The Board shall consist of four representatives of the employers and four of the employed.

Chairman.—The Chairman, who shall be elected at each meeting, shall be alternately a member of the Master Builders' Association and the Federated Builders' Labourers' Union.

Secretaries.—The secretaries of each body shall be the joint secretaries of the Board.

Procedure.

Meetings.—In the event of any dispute arising no cessation of work shall take place pending the decision of the Board, which shall be called together within 48 hours of notice being given.

Decisions Binding.—Any decision of the Board to be binding must be carried by a majority of those present.

MANCHESTER AND SALFORD HOUSE PAINTERS' BOARD OF ARBITRATION.

Functions of Board.

Object.—To settle all trade disputes arising either between the masters and men or between individual employer and workmen.

Constitution.

Representation.—That a Board of Arbitration be appointed by the employers and workmen respectively, such Board to consist of six employers and six workmen.

Procedure.

Meetings.—The Board shall meet within seven days after any dispute shall arise.

Decisions Binding.—Its decision shall be binding upon both employers and men.

Reference to Umpire.—If such Board cannot decide the dispute, an Umpire (not being a master or operative painter) shall be chosen by the Board to settle such dispute, and his decision shall be final and conclusive.

CHESTER PAINTERS' BOARD OF ARBITRATION.

[*Similar rules are in force for the Rossendale Painters' Board of Arbitration.*]

Functions of Board.

Object.—To settle all trade disputes that may arise for the future, either between the two bodies or between individual employer or workman.

Constitution.

Representation.—To be composed of six employers and six workmen.

Umpire.—An umpire (not to be a workman or employer) chosen by both parties.

STANDING COMMITTEES IN THE BIRMINGHAM BUILDING TRADES.

[*Extracted from the Working Rules for Bricklayers. The rules for other branches of the trade are substantially the same except in the case of the Plumbers where reference to an arbitrator is provided.*]

Functions of Committees.

Object.—To prevent trade disputes and to settle such as are of a private nature and do not affect the general interests of the Trade.

The duty of the Standing Committee shall be to see that the rule as to printing and publishing rules is strictly complied with, and that all the rules in this branch of the Trade are in all cases adhered to both by the Employers and Workmen.

Constitution.

Committee.—A Standing Committee shall be formed consisting of three Employers and three Workmen.

Conciliation Board.—It shall consist of seven Employers and seven Workmen; or, if a general alteration affecting the whole of the Trade, of two members from each branch with an equal number of Employers.

Vacancies.—Any vacancy occurring in the Standing Committee shall be filled up by the accredited representatives of the Employers or Workmen, as the case may be.

Procedure.

Settlement of Disputes.—The further duty of the Standing Committee shall be to hear the parties to, and settle by amicable arrangement any dispute or difference which may arise between any employer and any workman which does not affect the interests of the Trade generally.

Reference to Conciliation Board.—In case either party to the dispute desires, before any inquiry is entered upon, that the same shall be referred to a formal conciliation on the grounds that the interests of his branch of the Trade are affected thereby, then the matter so in dispute shall be determined by the Board of Conciliation as hereinafter provided with respect to trade disputes.

No alteration shall be made by either Employers or Workmen in any of the foregoing rules, or in the existing rate of wages, before the 1st day of April, and not then without giving to the other notice in writing. Such notice shall be given on

or before the 1st day of November preceding, and state the full particulars of the proposed alterations; and the party receiving such notice shall reply to it, either by giving a counter notice or otherwise, on or before the 1st day of December ensuing, after which the matter in dispute shall be referred to a Board of Conciliation.

No Suspension of Work.—No stoppage of work shall take place under any circumstances until the matter in dispute has been brought before the Standing Committee or the Conciliation Board, which shall, however, meet to discuss the matter within forty-eight hours of notice being given to the Secretary.

Decisions Binding.—The Board of Conciliation shall have power to settle all matters in dispute, and their decision shall be final and binding on all parties.

BRIERLEY HILL STANDING COMMITTEE OF EMPLOYERS AND BRICKLAYERS.

Functions of Committee.

Object.—To prevent disputes and settle such as are of a private nature, and do not affect the general interest of the trade.

Constitution.

Representation.—A standing committee shall be formed consisting of two of the Employers and two of the Workmen.

Procedure.

Settlement of Disputes.—They shall hear the parties in dispute and settle any difference which may arise between employers and operatives.

CONCILIATION BOARD FOR THE BRISTOL BUILDING TRADES.*

Constitution.

Representation.—Should a dispute at any time take place between any department of the building trade and their employers on any question of disputed interpretation or infringement of these rules that cannot be mutually arranged between

*This Board is not of a permanent character but meets only as occasion requires.

the parties affected, a Board of Conciliation shall be formed, composed of four employers and four members of the trade affected, to whom all questions shall be referred.

Procedure.

Meetings.—Such Conciliation Board shall meet within thirty-six hours of the information being laid.

Appointment of Arbitrator.—That in case of an equal division, each body shall appoint an arbitrator, and the two arbitrators shall themselves, in case of disagreement, appoint an umpire.

Decisions Binding.—The decision of the majority of such Board shall be binding on parties concerned.

The decision of such arbitrators, if unanimous, or of the umpire, to be final, binding and conclusive.

BOARD OF CONCILIATION FOR THE BUILDING TRADES OF CHELTENHAM AND DISTRICT.

Constitution.

Representation.—Should a dispute on any question of mis-interpretation, or infringement of the above Rules arise, that cannot be mutually arranged, in accordance with these Rules by the parties affected, a Board of Conciliation shall be formed, composed of four employers and four workmen of the trade affected.

Or, in the event of the dispute affecting other sections of the building trade, a Standing Joint Committee of four members of the Building Trades, with an equal number of employers, shall form the Board, to whom these questions shall be referred.

Procedure.

Meetings.—Such Board shall meet within three clear days of the information being laid.

Reference to Arbitration.—In the event of their being unable to agree, each party shall appoint an Arbitrator, and the two Arbitrators shall themselves, in case of disagreement, appoint an Umpire.

Decisions Binding.—The decision of the Board shall be binding on all parties concerned. The decisions of such Arbitrators, if unanimous, or of the Umpire, shall be final, binding, and conclusive.

No Suspension of Work.—No suspension of labour must take place pending the decision of the Board.

**KIDDERMINSTER AND DISTRICT STANDING
COMMITTEES OF EMPLOYERS AND BRICK-
LAYERS, AND EMPLOYERS AND BUILDERS'
LABOURERS.**

Functions of Committees.

Object.—To prevent trade disputes, and settle such as are of a private nature and do not affect the general interests of the trade.

Constitution.

Representation.—A Standing Committee shall be formed, consisting of two of the employers and two of the workmen.

Procedure.

Settlement of Disputes.—They shall hear the parties to any dispute, and settle by amicable arrangement any difference which may arise between employers and operatives.

**JOINT STANDING COMMITTEE OF CONCILIATION
OF THE LEICESTER MASTER AND OPERATIVE
PLUMBERS.**

Constitution.

Representation.—A Standing Court of Arbitration shall be formed, to consist of six employers, and an equal number of working plumbers.

Procedure.

Appointment of Umpire.—They shall first proceed to appoint an Umpire to be mutually agreed upon.

Reference to Umpire.—If the Court is unable to agree, then, all matters in dispute shall be dealt with by the Umpire, who shall act as sole referee, and whose decision shall be the decision of the Court, and shall be equally binding on both parties.

Decisions Binding.—The Court shall have power to arrange terms upon any question in dispute, and its decision shall be binding on both parties.

No Suspension of Work.—To give full effect to the principle of Arbitration, and to prevent the necessity of resorting to either a strike or a lock-out it is agreed that in the event of no satisfactory settlement of the Bye-laws or matters in dispute

being arrived at by the time any notice for alteration on either side expires, work shall not be discontinued, but that the ultimate decision of the Umpire shall take effect as and from the date of the expiration of notice. The Umpire's decision shall be given within fourteen days.

MALVERN AND DISTRICT BOARD OF CONCILIATION.

Functions of Standing Committee.

Object.—To prevent disputes, and to settle such as are of a private nature and do not affect the general interests of the Trade, a Standing Committee shall be formed. The duty of the Standing Committee shall be to see that the rule as to printing and publishing these rules is strictly complied with, and that all the rules in this branch of the Trade are in all cases acted up to by both employers and workmen. The further duty of the Standing Committee shall be to hear the parties to and settle by amicable arrangement any dispute or difference which may arise between any employer and workmen which does not affect the interest of the Trade generally.

Constitution.

Representation.—It shall consist of three masters and three workmen. (*This applies to the Standing Committee and the Conciliation Board.*)

Vacancies.—Any vacancy occurring in the Standing Committee shall be filled up by the accredited representatives of the employers or workmen as the case may be.

Procedure.

Reference to Conciliation Board.—In case either party to the dispute desires, before any inquiry is entered upon, that the same shall be referred to a formal conciliation on the grounds that the interests of his branch of the Trade are affected thereby, then the matter so in dispute shall be determined by the Board of Conciliation as hereinafter provided with respect to trade disputes.

Decisions Binding.—The Board of Conciliation shall have power to settle all matters in dispute, and their decision shall be final and binding on all parties.

No Suspension of Work.—No strike shall be entered upon under any circumstances without the matter in dispute having been first brought before the Standing Committee or the Conciliation Board, which shall, however, meet to discuss the

matter within forty-eight hours of notice being given to the secretary, but the particular item of work in dispute shall remain in abeyance until such time as the Standing Committee or Conciliation Board have decided the matter.

STOURBRIDGE AND DISTRICT STANDING COMMITTEE OF EMPLOYERS AND CARPENTERS AND JOINERS.

Functions of Committee.

Object.—To prevent trade disputes and to settle such as are of a private nature and do not affect the general interests of the Trade. The Standing Committee, as far as possible, to see that the rule as to printing and publishing these Rules is strictly complied with.

Constitution.

Standing Committee.—A Standing Committee shall be formed, consisting of three Masters and three Workmen.

Board of Conciliation.—The Board shall consist of three Employers and three Workmen.

Vacancies.—Any vacancy occurring in the Standing Committee shall be filled up by the accredited representatives of the Employers or Workmen as the case may be.

Procedure.

Settlement of Disputes.—The further duty of the Standing Committee shall be to hear the parties to, and settle by amicable arrangement, any dispute or difference which may arise between any Employer and any Workman, which does not affect the interests of the Trade generally.

Reference to Conciliation Board.—Matters in dispute shall be referred to the Board of Conciliation, who shall meet on or before the First day of February, such decision to be arrived at if possible not later than the First day of March, and to come into effect on the first day of April, whose decision shall be binding on all parties.

No Suspension of Work.—No stoppage of work shall take place under any circumstances until the matter in dispute has been brought before the Standing Committee, which shall, however, meet to discuss the matter within forty-eight hours of notice being given to the Secretary.

**SUTTON COLDFIELD AND DISTRICT STANDING
COMMITTEES FOR EMPLOYERS AND BRICK-
LAYERS, CARPENTERS AND JOINERS, AND
BUILDERS' LABOURERS.**

Functions of Committee.

Object.—To prevent trade disputes and to settle such as are of a private nature and do not affect the general interests of the Trade.

The duty of the Standing Committee shall be to see that the rule as to printing and publishing these rules is strictly complied with, and that all the rules in this branch of the Trade are in all cases adhered to both by the Employers and Workmen.

Constitution.

Standing Committee.—A Standing Committee shall be formed consisting of three Employers and three Workmen.

Board of Conciliation.—A Board of Conciliation shall consist of six Employers and six Workmen.

Vacancies.—Any vacancy occurring in the Standing Committee shall be filled by the accredited representatives of the Employers or Workmen, as the case may be.

Procedure.

Settlement of Disputes.—The further duty of the Standing Committee shall be to hear the parties and to settle by amicable arrangement any dispute or difference which may arise between any Employer and Workman which does not affect the interests of this Trade.

Reference to Board.—In case either party to the dispute desires, before any inquiry is entered upon, that the same shall be referred to a formal conciliation on the grounds that the interests of his Trade are affected thereby, then the matter so in dispute shall be determined by the Board of Conciliation as hereinafter provided with respect to trade disputes.

Any notice for alteration to these rules shall be given on or before the First day of November in any subsequent year, and state the full particulars of the proposed alteration, and the party receiving such notice shall reply to it, either by giving a counter notice or otherwise, on or before the First day of December ensuing, after which the matter in dispute shall be referred in the first instance to a Board of Conciliation.

Decisions Binding.—The Board of Conciliation shall have power to settle all matters in dispute, and their decision shall be final and binding on all parties, such decision to be arrived at not later than the 15th March.

No Suspension of Work.—No strike shall be entered upon under any circumstances without the matter in dispute having been first brought before the Standing Committee or the Conciliation Board, which shall meet to discuss the matter within forty-eight hours of notice being given to the Secretary, but the particular item of work in dispute shall remain in abeyance until such time as the Standing Committee or Conciliation Board have decided the matter.

STANDING COMMITTEES OF THE MASTER BUILDERS' ASSOCIATION AND THE OPERATIVE BRICKLAYERS' SOCIETY AND THE AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS, WALSALL.

Functions of Committees.

Object.—For the adjustment of all disputes, to avoid stoppage of work, to prevent strikes and lock-outs, and to settle such disagreements between Employer and Workman, or between two or more branches of Workmen, as are of a private nature and do not affect the general interests of the Trade.

Constitution.

Standing Committee.—A Standing Committee shall be formed, consisting of three Employers and three Workmen.

Conciliation Board.—The Board shall consist of six Employers and six Workmen; or if it be a general alteration of Rules affecting the whole of the branches of the Trade, the Board of Conciliation shall consist of two members from each branch, and the number of Employers on the Board of Conciliation shall be equal to the number of representatives of the Workmen.

Procedure.

Settlement of Individual Disputes.—The Standing Committee shall hear the parties to, and settle by amicable arrangement, any dispute or difference which may arise between any Employer and any Workman, which does not affect the general interests of the Trade.

Reference to Conciliation Board.—In case either party to the dispute desires before any inquiry is entered upon that the said dispute shall be referred to a formal conciliation on the grounds that the general interests of this particular branch of the Trade are affected thereby, then the matter in dispute shall be determined by the Board of Conciliation, as hereinafter provided in respect of Trade disputes.

No alteration shall be made by either Employers or Workmen in any of the foregoing Rules, without first giving six months' notice in writing before the 1st October in any year, stating full particulars of the proposed alteration or alterations, and the party receiving such notice shall reply to it, either by giving a counter notice or otherwise, on or before the 1st day of November ensuing, after which the matter in dispute shall be referred, in the first instance, to a Board of Conciliation.

Reference to Board of Trade.—The Board of Conciliation shall have power to settle all matters in dispute, and their decision shall be final and binding on all parties, and such decision shall be arrived at not later than the 1st February following the notice, failing which, the matters shall be referred to the Board of Trade for settlement, under the Conciliation (Trade Disputes) Act, 1896.

No Suspension of Work.—No strike or lock-out shall be entered upon under any circumstances without the matter in dispute having been first brought before the Standing Committee and the Conciliation Board, which shall, however, meet to discuss the matter within forty-eight hours of notice being given to the Secretary.

STANDING COMMITTEES FOR EMPLOYERS AND BRICKLAYERS, MASONS, CARPENTERS AND JOINERS AND LABOURERS AT WEST BROM WICH.

Functions of Committee.

Object.—To prevent Trade Disputes, and to settle such as are of a private nature and do not affect the general interests of the Trade.

Constitution.

Representation.—A Standing Committee shall be formed consisting of three Employers and three Workmen.

Procedure.

Settlement of Disputes.—The duties shall be to hear the parties, to settle by amicable arrangement any dispute or difference which may arise between Employer and Workman, which does not affect the interests of the Trade generally.

Decisions Binding.—The decision shall be final and binding on all parties.

No Suspension of Work.—No stoppage of work or strike shall be entered upon under any circumstances without the matter

in dispute having been first brought before the Standing Committee, which shall, however, meet to discuss the matter within forty-eight hours of notice being given to the Secretary.

Reference to Board of Trade. (Applies to Labourers only).—Failing a decision by the Committee the matter shall be referred to the Board of Trade for settlement under the Conciliation (Trade Disputes) Act, 1896.

**CONCILIATION BOARDS FOR EMPLOYERS
AND BRICKLAYERS, STONEMASONS, CAR-
PENTERS AND JOINERS, PLUMBERS,
PLASTERERS, GENERAL SMITHS AND
FITTERS, AND MILLSAWYERS AND WOOD-
CUTTING MACHINISTS IN LONDON.**

EXTRACT FROM WORKING RULES.

**Conciliation Rule for Bricklayers, Stonemasons,
General Smiths and Fitters.**

"Obnoxious" Workmen.—Should a dispute arise on the ground of the employment of any workman alleged to be "obnoxious," no strike shall be sanctioned, but the question shall be referred to the decision of the Board of Conciliation, provided always that no such reference shall be made in consequence of such workman belonging or not belonging to any trade society.

**Rule for Carpenters and Joiners, Plumbers, Mill-
sawyers and Wood-cutting Machinists, and
Plasterers.**

As to Non-union Workmen.—No reference shall be made to a Conciliation Board in consequence of any workman belonging or not belonging to any trade society.

**Rule for Bricklayers, Carpenters and Joiners, Stone-
masons, Plumbers, Plasterers, Millsawyers and
Wood-cutting Machinists, and General Smiths
and Fitters.**

General differences.—(A.) For the adjustment of all disputes and to avoid stoppage of work it is agreed that upon a difference arising between an Employer or upon the works of an Employer and any of his Workmen from any cause whatever, notice shall be given by the Association or Society of the complaining party to the Association or party representing the other side, and the subject matter of dispute shall thereupon be referred to the

Board of Conciliation which shall be summoned within seven days, and, if practicable, shall give its decision within the next six working days, proceeding in the following manner :—

Constitution of Board.

Representation.—(B.) For all purposes of the foregoing Rules the Board of Conciliation shall consist of three Members nominated by the Employers and three by the Workmen. Each party shall send to the other within one week from the date of signing these Rules and within one week from January 1st in each year the names of six persons from whom three shall be selected to act as their Representatives on the Board of Conciliation for the current year ending December 31st, and in the event of the death or resignation of any Member either party shall appoint another Member within one week, notice being given thereof. The number of Representatives of the Employers and of the Workmen on the Board of Conciliation shall always be equal and shall be so maintained during the sitting.

Appointment of Conciliator.—(C.) The Board of Conciliation so constituted if unable to agree shall make application to the Board of Trade under the “Conciliation Act, 1896,” or apply for the appointment of a person to act as a Conciliator.

Powers of Board.—The Board of Conciliation shall have power to decide all questions arising between the Employers and the Workmen, including any questions between one trade and another as regards demarcation of labour or other matters, provided that for the decision of any question involving claims or rights of other sections of the building trades a Joint Conciliation Board shall be constituted of the three Representatives nominated by each trade involved and by a similar number of Representatives of the Employers, so that Members on the Joint Conciliation Board may be specially represented on such Board and so that the numbers of Representatives of the Employers and of the Workmen on such Joint Conciliation Board shall be equal and be so maintained during the sitting.

(D.) A Joint Conciliation Board shall have the like powers as a Conciliation Board and be regulated in the same manner.

(E.) The Conciliation Board or a Joint Conciliation Board shall have power to make such rules and regulations for the transaction of business as they may approve.

Decisions binding.—(F.) In the event of an application being made to the Board of Trade or a person being appointed as Conciliator the decision of such person or the Conciliation Board shall be final and binding on both parties.

EXETER BUILDING TRADES CONCILIATION BOARD.

Constitution.

Representation.—That a Board of Conciliation be formed when required, consisting of four Employers and four Employés of the Trade affected.

Procedure.

Reference of Disputes.—Any question arising as to the spirit of these rules, or upon their infringement or interpretation may be referred.

Quorum.—Three on each side to form a quorum.

Reference to Arbitration.—That in case of equal division, each body shall appoint an Arbitrator, and the two Arbitrators, shall themselves, in case of disagreement, appoint an Umpire.

Decisions Binding.—A decision of the majority of the Board when the parties are equally represented shall be binding on all concerned. The decision of the Arbitrators, if unanimous, or of the Umpire, to be final, binding, and conclusive.

BARRY AND DISTRICT STANDING COMMITTEE OF EMPLOYERS AND BRICKLAYERS.

Constitution.

Representation.—That seven Employers and seven bricklayers act as a Standing Committee.

Procedure.

Settlement of Disputes.—The Committee shall hear and determine any dispute that may arise from time to time in the working of these rules.

Decisions Binding.—Their decision to be binding on both parties.

No Suspension of Work.—No suspension of labour to take place pending the decision of the Conciliation Committee.

THE MASON EMPLOYERS' OF ARBROATH AND THE ARBROATH BRANCH OF THE NATIONAL LABOURERS' UNION BOARD OF ARBITRATION.

Functions of Board.

Object.—Whereas it is a most regrettable feature in all disputes between Employers and Employees, about which no settlement can be amicably arrived at between these bodies, that a Strike or Lock-Out is the result, thereby entailing serious loss on both Employers and Employees, and whereas it would be to the advantage of both bodies, that all disputes arising between them should be settled by arbitration: be it therefore agreed between the Mason Employers of Arbroath and the Arbroath Branch of the National Labourers' Union, that all disputes be settled by arbitration, and for this purpose that an Arbitration Board be, and is hereby, established with the following Constitution:—

Constitution.

Representation.—That three Employers and three Employees appointed respectively by each body in the Second week of March of each year, shall be constituted an Arbitration Board, charged with the maintenance of the Bye-laws of the Arbroath Branch of the National Labourers' Union, and shall at the Annual Meeting elect a President, Vice-President, and two Secretaries who shall continue in office for one year, and be eligible for re-election.

Referee.—The Board, shall also, at its Annual Meeting, or adjournment thereof, appoint a Referee.

Duties of Officers.

Secretaries.—All Meetings to be called by the Joint Secretaries, giving at least 24 hours' notice.

Procedure.

Submission of Disputes.—In the event of any dispute between an Employer and his workmen, no action shall be taken by either party until submitted to the said Board of Arbitration, and said Board shall immediately proceed to arbitrate on such dispute and give their decision without delay.

Reference to Referee.—If the Board is unable to effect an amicable settlement of any matter in dispute, it shall then be submitted to the Referee, whose decision shall be final and binding.

Voting.—All resolutions come to must be by a majority of the members of each side.

Chairman's Vote.—The Chairman of the Arbitration Board shall have a deliberative but not a casting vote.

Revision of Rules.

Alterations in Rules.—Any proposal to amend the Bye-laws must be made at the Annual Meeting in the month of March, but any change agreed on will require to be confirmed by a subsequent meeting of the Board of Arbitration, held within one month after the date of previous meeting.

DUNDEE JOINERS' BOARD OF CONCILIATION.

[*The Rules for the Dundee Plumbers' Board and the Falkirk Carpenters' and Joiners' Board are practically the same as those given below.*]

Constitution.

Representation.—That six Employers and six Workmen, appointed respectively by each body on the third Monday of December of each year, shall be constituted a Board of Conciliation, charged with the maintenance of these Byelaws and Regulations.

Officers.—They shall meet on the second Monday in January of each year, and at such other time during the year as business may require, and shall at the annual meeting elect a President, Vice-President, and two Secretaries, who shall continue in office for one year, and be eligible for re-election. The Board shall also at its annual meeting (or adjournment thereof) appoint a Referee.

Duties of Officers.

President.—The President (or in his absence the Vice-President) shall preside over all meetings of the Board.

Secretaries.—All meetings to be called by the Joint Secretaries, giving at least twenty-four hours' notice.

Procedure.

Quorum.—Four on each side to form a quorum.

Voting.—An equal number only of Employers and Operatives shall vote in any decision, a ballot (if necessary) being taken by the party having a majority as to which of their number shall not vote. The Chairman shall not have a casting vote.

All resolutions come to by the Board of Conciliation must have a majority of at least two-thirds of members on each side.

Reference to Referee.—If the Board is unable to effect an amicable settlement of any matter in dispute, it shall then be submitted to the Referee, whose decision shall be final and binding.

No action until after reference of dispute to Board.—In the event of any dispute between an Employer and his Workmen, no action to be taken by either party until submitted to the said Board of Conciliation, which shall be called by the Joint Secretaries at as early a time as circumstances may require.

Revision of Rules.

Alterations.—Any proposal to amend this agreement must be made at the annual meeting in the month of January, but any change agreed upon will require to be confirmed by a subsequent meeting of the Board of Conciliation held within one month after the date of previous meeting.

DUNDEE AND DISTRICT JOINT COMMITTEE OF EMPLOYERS AND PLASTERERS.

Constitution.

Representation.—That a Committee of five Employers and five Operatives be appointed.

Procedure.

Reference to Committee and to Arbitrators.—All questions in dispute as to the working of the foregoing Bye-Laws shall be referred (to the Committee appointed as above) for amicable adjustment, with power to refer to two Arbiters—one to be chosen by the Employers on the Committee, and one by the Operatives on the Committee.

Quorum.—Not less than three of each to form a quorum.

EAST STIRLINGSHIRE JOINT COMMITTEE OF EMPLOYERS AND MASONS.

Constitution.

Representation.—That a Joint Committee consisting of three Operatives from Larbert, and three from Falkirk, shall be annually appointed for the considering of all disputes arising in either district which shall be submitted to them.

Procedure.

Reference of Disputes.—Lodge Committees to settle disputes with Employers in their respective districts; a joint meeting to be called in event of any dispute before any action is taken.

Decisions Binding.—Their decision shall be final and binding on all parties.

**EAST STIRLINGSHIRE JOINT COMMITTEE OF
EMPLOYERS AND BRICKLAYERS:**

Constitution.

Representation.—That a Joint Committee consisting of three Employers and three Operatives be appointed annually for the purpose of considering and settling all disputes that may be submitted to them.

Procedure.

Reference to Arbitrator.—Failing an agreement being arrived at by such Joint Committees, an arbiter, to be mutually chosen, shall be appointed whose decision shall be final, the arbiter to be requested to give his decision within twelve days.

**EDINBURGH AND LEITH PLASTERERS' CON-
CILIATION BOARD.**

Constitution.

Representation.—It shall consist of five Employers and five Operatives.

Procedure.

Meetings.—It shall meet on the first Thursday of January, of April, of July, and of October, or may be summoned to consider any question of pressing importance on three days' notice in writing being given by the Secretary of either Association to the Secretary of the other.

Reference of Disputes.—Any dispute that may arise between Employers and Employees shall be referred in the first instance to the Committee of the Association or Society of which the aggrieved party is a Member, and this Committee shall, if the matter cannot be otherwise arranged satisfactorily, summon a meeting of the Joint Committee to take the matter into consideration.

Revision of Rules.

Alterations.—This agreement shall remain in force, and if either party to it desire any alteration or modification of it, six months' notice, in writing, of such proposed alteration shall be given by the Secretary of the Association or Society desiring such alteration to the Secretary of the other.

EDINBURGH AND LEITH SLATERS' BOARD OF CONCILIATION.

Functions of Board.

Object.—The Board shall endeavour to adjust, by conciliatory means, all questions that may from time to time arise, and be referred to it, by either the Employers' or the Operatives' Association ; pending settlement by the Board of any question, there shall be no stoppage of work, and the wages, hours of work, and other working conditions shall, until settlement, be those current at the time of notice given. The decisions of the Board shall be binding on all parties concerned. The respective Associations shall be held responsible for all expenses incurred by party adjudged in default.

Constitution.

Representation.—The Board shall consist of five representatives from the Employers and five from the Operatives.

President, Vice-President, Secretaries, and Referee.—The Board at the Annual Meeting in July elect a President, Vice-President, and two Secretaries, who shall continue in office for one year, and be eligible for re-election. It shall also at its Annual Meeting (or adjournment thereof) appoint a Referee.

Duties of Officers.

Secretaries.—All meetings of the Board shall be convened by the Joint-Secretaries on the receipt of notice in writing from the Secretary of one of the parties stating the business to be transacted. Such meetings to be held not earlier than seven days, nor later than fourteen days, after receipt of said notice.

Procedure.

Voting.—The President, or in his absence the Vice-President, shall preside over all the meetings of the Board. Three on each side to form a quorum, but an equal number only of Employers and Operatives shall vote in any decision ; a ballot, if necessary,

being taken by the party having a majority as to which of their number shall not vote. The Chairman shall not have a casting vote.

Reference to Referee.—If the Board is unable to effect an amicable settlement of any matter in dispute, it shall then be submitted to the Referee, whose decision shall be final and binding.

Finance.

Expenses.—All expenses incurred by the Board shall be borne equally by the Employers' and Operatives' Association.

THE CONCILIATION BOARD FOR THE CARPENTER AND JOINER TRADE IN THE GLASGOW DISTRICT.

Functions of Board.

Object.—The objects of the Board shall be to fix in each year the working Rules and Regulations of the Carpenter and Joiner trade in said district with the view of obviating Strikes or Lock-outs, and pending a decision of the Board, no stoppage of work shall be allowed on any pretext whatever.

Constitution.

Representation.—The Conciliation Board shall consist of six members nominated by the employers, and six by the operatives. Each party shall send to the other not later than 1st February in each year the names of the persons selected to act as their representatives on the Board for the current year, and in the event of the death or resignation of any member, either party shall appoint another member within one week, notice being given thereof.

Secretaries.—The parties hereto shall elect a Secretary to represent them in the transaction of the business of the Board, and shall give written notice of such election to the Secretary of the other party. Both Secretaries shall remain in office until they shall resign or be withdrawn by the parties electing them. They shall attend all meetings of the Board, and be entitled to take part in the discussions, but shall not be allowed to move or second any resolution or to vote on any question before the Board.

Substitutes.—Should any representative be unable to attend any meeting of the Board, a duly appointed substitute may attend in his place.

Duties of Officers.

Secretaries.—The Secretaries shall jointly convene all meetings of the Board. Minutes of the proceedings of the Board shall be taken and transcribed in Minute Books or printed in duplicate, and each shall be signed by the Chairman or other person who may be presiding at the meeting at which such minutes are read and confirmed. A copy of the Minutes shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties, and conjointly for the Board.

Procedure.

Annual Meeting.—The Annual Meeting of the Board shall be held in the last week of February to elect the Office-bearers for the ensuing year, and transact such other business as may be necessary. Either party desiring any alteration in the yearly Working Rules and Regulations shall, not later than 1st February preceding, furnish the Secretaries with a list of same. The Secretaries shall at once communicate the list to all the parties to this agreement, and shall give the Board fourteen days' notice of said meeting, and along with the circular calling the meeting, the Secretaries shall give a list of the alterations proposed, if any. No alterations other than those noted on the circular can be considered by the Board at this meeting or any adjournments thereof. All meetings of the Board shall be held in Glasgow.

First reference of Dispute.—For the adjustment of all disputes and to avoid stoppage of work, it is agreed that upon a difference arising between an employer or upon the works of an employer and any of his workmen from any cause whatever, notice shall be given by the Association or Society of the complaining party to the Association or party representing the other side, and the subject matter of dispute shall thereupon be referred to the Conciliation Board, which shall be summoned within seven days, and if practicable, shall give its decision within the next six working days. No stoppage of work shall take place pending the decision of the Board, which shall be binding on both parties.

Appointment of Conciliator.—The Conciliation Board so constituted, if unable to agree upon any question submitted or referred to it, shall appoint a person to act as Conciliator, and failing to mutually agree upon one they shall make application to the Board of Trade under the "Conciliation Act, 1896," to appoint one. The decision of the Conciliator, whether appointed by mutual agreement or by the Board of Trade, shall be final and binding on both parties.

Notice of Dispute.—No subject shall be brought up at any meeting of the Board except with the consent of a two-thirds majority of the representatives present, unless seven days' notice thereof has been given to the Joint-Secretaries.

being taken by the party having a majority as to which of their number shall not vote. The Chairman shall not have a casting vote.

Reference to Referee.—If the Board is unable to effect an amicable settlement of any matter in dispute, it shall then be submitted to the Referee, whose decision shall be final and binding.

Finance.

Expenses.—All expenses incurred by the Board shall be borne equally by the Employers' and Operatives' Association.

THE CONCILIATION BOARD FOR THE CARPENTER AND JOINER TRADE IN THE GLASGOW DISTRICT.

Functions of Board.

Object.—The objects of the Board shall be to fix in each year the working Rules and Regulations of the Carpenter and Joiner trade in said district with the view of obviating Strikes or Lock-outs, and pending a decision of the Board, no stoppage of work shall be allowed on any pretext whatever.

Constitution.

Representation.—The Conciliation Board shall consist of six members nominated by the employers, and six by the operatives. Each party shall send to the other not later than 1st February in each year the names of the persons selected to act as their representatives on the Board for the current year, and in the event of the death or resignation of any member, either party shall appoint another member within one week, notice being given thereof.

Secretaries.—The parties hereto shall elect a Secretary to represent them in the transaction of the business of the Board, and shall give written notice of such election to the Secretary of the other party. Both Secretaries shall remain in office until they shall resign or be withdrawn by the parties electing them. They shall attend all meetings of the Board, and be entitled to take part in the discussions, but shall not be allowed to move or second any resolution or to vote on any question before the Board.

Substitutes.—Should any representative be unable to attend any meeting of the Board, a duly appointed substitute may attend in his place.

Duties of Officers.

Secretaries.—The Secretaries shall jointly convene all meetings of the Board. Minutes of the proceedings of the Board shall be taken and transcribed in Minute Books or printed in duplicate, and each shall be signed by the Chairman or other person who may be presiding at the meeting at which such minutes are read and confirmed. A copy of the Minutes shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties, and conjointly for the Board.

Procedure.

Annual Meeting.—The Annual Meeting of the Board shall be held in the last week of February to elect the Office-bearers for the ensuing year, and transact such other business as may be necessary. Either party desiring any alteration in the yearly Working Rules and Regulations shall, not later than 1st February preceding, furnish the Secretaries with a list of same. The Secretaries shall at once communicate the list to all the parties to this agreement, and shall give the Board fourteen days' notice of said meeting, and along with the circular calling the meeting, the Secretaries shall give a list of the alterations proposed, if any. No alterations other than those noted on the circular can be considered by the Board at this meeting or any adjournments thereof. All meetings of the Board shall be held in Glasgow.

First reference of Dispute.—For the adjustment of all disputes and to avoid stoppage of work, it is agreed that upon a difference arising between an employer or upon the works of an employer and any of his workmen from any cause whatever, notice shall be given by the Association or Society of the complaining party to the Association or party representing the other side, and the subject matter of dispute shall thereupon be referred to the Conciliation Board, which shall be summoned within seven days, and if practicable, shall give its decision within the next six working days. No stoppage of work shall take place pending the decision of the Board, which shall be binding on both parties.

Appointment of Conciliator.—The Conciliation Board so constituted, if unable to agree upon any question submitted or referred to it, shall appoint a person to act as Conciliator, and failing to mutually agree upon one they shall make application to the Board of Trade under the "Conciliation Act, 1896," to appoint one. The decision of the Conciliator, whether appointed by mutual agreement or by the Board of Trade, shall be final and binding on both parties.

Notice of Dispute.—No subject shall be brought up at any meeting of the Board except with the consent of a two-thirds majority of the representatives present, unless seven days' notice thereof has been given to the Joint-Secretaries.

Quorum.—A majority of the representatives on each side shall constitute a quorum of the Board.

Voting.—The decision of the Board to be binding must be carried by a majority of votes of those present, and in the event of the attendance on each side being unequal, a unanimous vote of the numerically weaker party shall be considered equal in number to the unanimous vote of the stronger side and the result shall be a tie; but should there be any cross voting, the decision shall be given in favour of the side carrying a majority of such cross votes. The Chairman shall have one vote only, as a Member of the Board, and shall not be entitled to give a casting vote.

Revision of Rules.

Alterations.—The Board shall have power at the Annual Meeting to alter this agreement by a majority of votes of those present at such meeting, provided that the party or parties desiring any alteration give notice in writing of the proposed alteration to the Joint-Secretaries of the Board at least six months prior to the meeting, and such notice shall at once be communicated to both parties to this agreement.

Finance.

Expenses.—Each party shall pay and defray the expenses of its own representatives and Secretary, but the cost and expenses of the Conciliator, Stationery, Books, Printing, and hire of Rooms for Meetings, shall be borne by the respective parties in equal shares.

JOINT COMMITTEE OF THE MASTER MASONS, BRICKLAYERS, AND PLASTERERS AND THE LABOURERS OF PAISLEY AND DISTRICT.

Constitution.

Representation.—A Committee shall be appointed of four Employers and four Labourers.

Procedure.

Meetings.—In the event of a complaint originating with the Labourers' Union, or any member thereof, the Committee shall be convened by them, and *vice versa*, in the case of a complaint originating with the Federation or any member thereof.

Reference of Disputes.—All differences that may lead to a dispute between the two Associations shall be submitted with a view to an amicable settlement by mutual consent.

COAL MINING.

THE BOARD OF CONCILIATION FOR THE COAL TRADE OF THE COUNTY OF NORTHUMBER- LAND.

Function of Board.

Object.—The Board shall determine from time to time the County rate of wages.

Constitution.

Representation.—The Board shall consist of an equal number of Coal Owners or Coal Owners' representatives elected by the Northumberland Coal Owners' Association, and Miners or Miners' representatives elected by the Northumberland Miners' Association, fifteen of each, with an independent Chairman not having any direct financial interest in the Coal Trade of the United Kingdom.

Short Reference.—The members of the Board, *i.e.*, Coal Owners or Coal Owners' representatives, and Miners or Miners' representatives, are for brevity herein referred to as "the parties."

Vacancies.—Whenever a vacancy shall arise from any cause on the Board, except in the office of Chairman, such vacancy shall be filled up within one month of its occurrence by the Association which appointed the member whose seat shall have become vacant. Intimation of such appointment shall be at once sent to the other Association.

Duration of Board.—The Board shall continue until either party give six months' notice of withdrawal from it, but neither party to withdraw before the 30th June, 1901.

Chairman.—The Chairman to be elected annually by the members of the Board. If they should not be able to agree on the appointment of a Chairman, the Chairman for the time being of the County Council of Northumberland shall be asked to nominate one after conferring jointly with the parties.

Secretaries.—The parties shall each respectively elect a Secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the Secretary of the other party, and both such Secretaries shall remain in office until they shall resign or be withdrawn by the parties electing them. The Secretaries shall attend all meetings of the Board, and are entitled to take part in the discussion, but, unless they are members of the Board they shall have no power to move or second any resolution or to vote on any question before the Board.

Duties of Officers.

Secretaries.—They shall conjointly convene all meetings of the Board and take proper minutes of the Board and the proceedings thereof, which shall be transcribed in duplicate books, and each such book shall be signed by the Chairman, or other person, who shall preside at the meeting at which such minutes are read and confirmed. One of such minute books shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties and conjointly for the Board.

Chairman.—The Chairman shall preside at all ordinary meetings at which he is present, and in default of agreement by the parties on any question before the Board, he shall have power to decide such question as he may think fit, with or without modification, by him, of its terms as submitted to the Board, and his decision shall be final and binding on all parties.

At special meetings of the Board, or at ordinary meetings at which the Chairman is not present, the members present shall appoint one of their number to preside, who shall have an initial vote as a member, but shall have no casting vote.

Procedure.

Meetings.—Ordinary meetings of the Board shall be held as early as possible in the months of January, April, July, and October in each year. For the purpose of considering the election or re-election of the Chairman, the Secretaries shall on the application of either party convene a special meeting, to be held within twenty-one days of such application, to consider such election or re-election.

Place of Meeting.—The meetings of the Board shall be held in Newcastle-on-Tyne or such other place as the Board shall from time to time determine.

Voting.—All votes shall be taken at meetings of the Board by show of hands. When at any meeting of the Board the parties entitled to vote are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them; but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in excess to be by lot, unless otherwise arranged.

Revision of Rules.

Alterations.—No alteration of these Rules shall be made except at the July meeting in any year. Either party desiring an alteration of the Rules shall, not less than one month before such meeting, give notice to the Secretary of the other party of

the alterations desired, and the Secretaries shall, not less than fourteen days before such meeting, forward a copy of the proposed alterations to each member of the Board

Finance.

Expenses.—Each party shall pay the expenses of its own representatives and Secretary, but the costs and expenses of the Chairman, stationery, books, printing, hire of rooms for meeting, shall be borne by the respective parties in equal shares.

JOINT COMMITTEE OF THE NORTHUMBERLAND COAL OWNERS' AND MINERS' ASSOCIATIONS.

Function of Committee.

Object.—That the object of the Joint Committee shall be to discuss all questions (except such as may be termed County questions, or questions affecting the general trade) relating to matters of wages, practices of working, or any other subject which may arise from time to time at any particular colliery, and which shall be referred to the consideration of the Committee by the parties concerned. The Committee shall discuss all disputes and hear evidence, and their decision shall be final.

Constitution.

Representation.—The Committee shall consist of six representatives chosen by the Miners' Union, and six representatives chosen by the Steam Collieries Defence Association, and a Chairman to be chosen annually by the two Associations, which Chairman shall have a vote.

Chairman.—April 26th, 1879.—The Chairman to be re-elected annually at the meeting held on the second Saturday in May, the question of his re-election having been previously discussed at the preceding bi-monthly meeting of the Joint Committee.

Conditions Governing Consideration of Cases.

Prices throughout the Pit.—All applications for advances or reductions in any portion of a pit, shall open out the question of the prices paid to the same class of workmen throughout the whole of the pit.

Average Wage.—That before any change in hewing prices be entertained it must be clearly shown that the average wage on which the claim is made is at least five per cent. above or below the County average.

October 16th, 1897.—These rules (*i.e.*, the two immediately preceding) do not apply where application is made for a price to be fixed in consequence of any *bonâ fide* change in the mode of working, or for a new seam in regard to which prices are not already fixed.

Pays' Averages to be taken.—July 8th, 1893.—That the rule be that the three pays paid before the written notice be taken, excluding the first and last pays of the quarter, but that no evidence as to any pays be excluded.

Average Wage of two Pits.—July 8th, 1882.—Where two pits are cavelled through they are to be considered as one, and the average of the whole taken.

Period of Pays.—November 10th, 1883.—Decided that all pays be considered to commence on the Monday, each Sunday's wage to come into the following pay.

County Average Hewers' Standard Wages.—July 12th, 1879.—The County average being taken at 4s. 9½d., it was agreed that the increase of hours, where it leads to an increase of work, should be taken at 4½d. as the maximum, but each case to depend on its own merits. It is understood that no owner can claim any reduction unless the pit's average is at least five per cent. above 5s. 2d. In case of any colliery claiming an advance, the County average is to be taken at 4s. 9½d. plus any advantage which may have arisen from the increase of hours.

Hewers' Basis Average Wage.—May 10th, 1890.—It is agreed as a permanent settlement of the question that for the purposes of Joint Committee the hewers' basis average wage of soft coal collieries be 4s. 7½d. for short hours and 5s. for long hours; but that in any seam when hewers are required by the manager to nick or shoot the coal in other than winning or narrow places the average wage of steam coal collieries shall obtain.

Advances and Reductions, Commencement of Change.—November 13th, 1880.—In future, advances and reductions to commence on the first pay commencing after the decision.

Date of Alterations.—July 9th, 1881.—It was agreed that in future reports and awards should state the date at which any contemplated change should take place.

Procedure.

Quorum.—At meetings of this Committee it shall be deemed that there shall be no quorum unless the Chairman and at least three members of each Association be present.

Agenda.—That an agenda of the cases to be heard by the Joint Committee shall be sent out at least four clear days before each meeting, and it shall not be competent for any member to propose any other matter for discussion.

Notices.—July 13th, 1878.—That in future both the owners and the men give not less than ten clear days' notice of any application to the Joint Committee. The notice between the two Associations to remain as at present.

May 12th and July 14th, 1883.—It was decided that in future all notices should be given in writing, and either signed by an official or stamped.

November 9th, 1901.—Workmen's notices of cases must be signed by the lodge secretary or stamped.

Order of Cases.—When both owners and miners have cases on the agenda paper, one case from each side shall be considered alternately.

Voting.—If any member of the Committee is directly interested in any question under discussion, he shall abstain from voting, and a member from the opposite party shall also abstain from voting.

Appointment of Umpire.—That if any case is referred to arbitration, and the arbitrators fail to agree as to the appointment of an Umpire, the Chairman of the Joint Committee shall make the selection.

Re-hearing of Cases.—January 18th, 1879.—It was agreed that in future no case can be reheard until one meeting intervenes.

Agreements.—January 12th, 1895.—The Joint Committee recommend that agreements settling cases should be confirmed by this committee and recorded on the minutes.

Revision of Rules.

Additional Rules.—Should any alteration of, or addition to, these Rules be desired, notice of such change shall be given at the meeting previous to its discussion.

Finance.

Expenses.—Each party to pay its own expenses.

**JOINT COMMITTEE OF THE NORTHUMBERLAND
COAL OWNERS' ASSOCIATION AND THE
NORTHUMBERLAND COLLIERY MECHANICS'
MUTUAL PROTECTION ASSOCIATION.**

Function of Committee.

Object.—The object of the Joint Committee shall be to discuss all questions (except such as may be termed County questions) relating to matters of wages and infringements of the practices of working at any particular colliery which may arise from time to time, and which shall be referred to the consideration of the Committee by the parties concerned. The Committee shall discuss all such disputes and hear evidence, and their decision shall be final.

Constitution.

Representation.—The Committee shall consist of six representatives elected by the Mechanics' Association, and six representatives elected by the Northumberland Coal Owners' Association, and a Chairman to be elected annually (at the first meeting in each year) by the representatives of the two Associations, which Chairman shall have a vote.

Procedure.

Meetings.—Meetings of the Committee shall be held twice in each year, namely, in the months of April and October.

Quorum.—At meetings of this Committee it shall be deemed that there shall be no quorum unless the Chairman and at least three members of each Association be present.

Notices.—In any application to the Joint Committee, the party making the application shall give to the other party not less than ten clear days' notice; such notice shall be given in writing and signed by an official of the Colliery.

Agenda.—An agenda of the cases to be heard by the Joint Committee shall be sent out at least five clear days before each meeting, and it shall not be competent for any member to propose any other matter for discussion.

Order of Cases.—When both owners and mechanics have cases on the agenda paper, one case from each side shall be considered alternately.

Previous Decisions.—No request shall be considered if the party making the application is proved not to be carrying out any previous decision of the Joint Committee, or award.

Voting.—If any member of the Committee is directly interested in any question under discussion, he shall abstain from voting, and a member from the opposite party shall also abstain from voting.

When at any meeting of the Committee the parties entitled to vote are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them ; but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in excess to be by lot, unless otherwise arranged.

Appointment of Umpire.—If any case is referred to arbitration, and the arbitrators fail to agree as to the appointment of an Umpire, the Chairman of the Joint Committee shall make the selection.

When Decisions take effect.—Unless otherwise arranged, all decisions shall take effect from the beginning of the next pay after the date of the decision or of the award.

Re-hearing.—No case shall be reheard until the previous decision has been in operation for not less than twelve months.

Revision of Rules.

Additional Rules.—Should any alteration of, or addition to, these Rules be desired, notice of such change shall be given at the meeting previous to its discussion.

Finance.

Expenses.—Each party to pay its own expenses.

BOARD OF CONCILIATION FOR THE DURHAM COAL TRADE.

Functions of Board.

Objects.—By conciliatory means to prevent disputes, and to put an end to any that may arise, and with this view to consider and decide upon all claims that either party may from time to time make for a change in county rates of wages or county practices, and upon any other questions, not falling within the jurisdiction of the Joint Committee, that it may be agreed between the parties to refer to the Board.

Constitution.

Representation.—The Board shall be constituted of the following number of representatives appointed by the following bodies, viz., by the

Miners' Association	...	...	...	9
Cokemen's Association	...	...	...	3
Mechanics' Association	...	...	...	3
Enginemens' Association	...	...	...	3
By the Coal Owners' Association	...	...	...	18
Total	...	...	...	36

Short Reference.—The Coal Owners' representatives on the one hand, and the representatives unitedly of the four other Associations on the other hand, are, for brevity, herein referred to as "the parties."

Duration of Board.—The Board shall continue till either of the parties gives six months' notice of withdrawal from it, but neither of the parties to withdraw before the end of 1902.

Umpire.—An Umpire shall be forthwith agreed upon by the Board, or failing agreement, be appointed by the Board of Trade, after conferring unitedly with each of the parties represented by the Board. Each Umpire shall hold office until his successor is appointed. The Board shall at its meeting in November, 1900, and in November of each succeeding year, and within one month of the death or resignation of any Umpire, proceed to appoint a successor in the manner herein provided.

Secretaries.—The parties shall each respectively elect a Secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the Secretary of the other party, and both such Secretaries shall remain in office until they shall resign or be withdrawn by the party electing them. The Secretaries shall attend all meetings of the Board and be entitled to take part in the discussion, but they shall have no power to move or second any resolution or to vote on any question before the Board, unless either Secretary be also one of the representatives, in which case he shall in that capacity have all the rights and privileges of a representative.

Chairman and Vice-Chairman.—At the first meeting of the Board in each year the Board shall appoint a Chairman and Vice-Chairman, one of whom shall be a representative of the Coal Owners' Association and the other of the Miners', Cokemen's, Mechanics', or Enginemens' Association.

Duties of Officers.

Secretaries.—The Secretaries shall conjointly convene all meetings of the Board, of which not less than seven days' notice shall be given, such notice specifying the business to be considered, and shall take proper minutes of the Board and the proceedings thereof, which shall be transcribed in duplicate books, and each such book shall be signed by the Umpire, Chairman or Vice-Chairman, or other person, as the case may be, who shall have presided at the meeting to which such minutes relate. One of such minute books shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties and conjointly for the Board.

The Secretaries shall, on the written application of either of the parties, made by the Chairman and Secretary of either party, call a special meeting of the Board within twenty-one days, at such time as may be agreed upon by the Secretaries. The application for the meeting shall state clearly the object of the meeting.

Chairman and Vice-Chairman.—The Chairman, or in his absence the Vice-Chairman, shall preside at all meetings at which the Umpire is not present as herein provided. In the absence of both Chairman and Vice-Chairman a member of the Board shall be elected by the majority to preside at that meeting. The Chairman or Vice-Chairman, or other person presiding, shall vote as a representative, but shall not have any casting vote. When the Umpire is present he shall preside and have a casting vote only.

Procedure.

Meetings.—Ordinary meetings of the Board shall be held as early as possible in the months of February, May, August, and November in each year. The meetings of the Board shall be held at Newcastle or such other place as the Board shall from time to time determine.

Evidence.—All questions submitted to the Board shall be stated in writing, and may be supported by such verbal, documentary, or other evidence as either party may desire to adduce and as the Board may deem relevant.

Reference to Umpire.—All questions shall in the first instance be submitted to and considered by the Board without the presence of the Umpire, it being the desire and intention of the parties to settle, by friendly conference if possible, any difficulties or differences which may arise. If the Board cannot agree, then the meeting shall be adjourned, and the Umpire shall be summoned to the adjourned meeting, when the matter shall be again discussed, and in default of an agreement by the Board the

Umpire shall give his casting vote on such matter. The decision of the Board or its Umpire shall be final and binding on the parties.

Evidence for Umpire.—The Umpire may at his discretion require either party to afford him the means of obtaining, for the information of the Board only, any facts that, in his judgment, are essential to the decision of any question at issue.

Voting.—All votes shall be taken at meetings of the Board by show of hands. When at any meeting of the Board the representatives of the respective parties are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each shall vote, the withdrawal of the representatives of whichever party may be in excess to be by lot unless otherwise arranged.

Alteration of Decisions.—No decision shall be altered until it has been in operation for twelve weeks.

Finance.

Expenses.—Each party shall pay the expenses of its own representatives and Secretary, but the costs and expenses of the Umpire, stationery, books, printing, hire of rooms for meetings, &c., shall be borne by the respective parties in equal shares.

JOINT COMMITTEE OF THE DURHAM COAL OWNERS' AND MINERS' ASSOCIATIONS.

Functions of Committee.

Object.—The Joint Committee shall take into consideration and determine local disputes arising at any particular colliery belonging to a member of the Durham Coal Owners' Association between the management and the workmen thereof (hereinafter referred to as the parties) except on county questions.

Powers.—The Committee shall, except on county questions as hereinafter defined, have full power to settle, either by its own decision or by reference to arbitration or otherwise, all questions relating to wages, rates of payment for altered methods of working, and all questions or disputes of any other description which may arise from time to time between the parties at any particular colliery relating to matters affecting that colliery and which shall be referred to the consideration of the Committee by either of the parties concerned, and the decisions of the Committee shall be binding.

Definition.—County questions are those in which any decision given by the Committee would establish a precedent affecting either the whole of the collieries in the county or several collieries, or those which have been decided by the Owners' and Miners' Associations to be county questions or which are under discussion between the Associations as affecting the county. If the hearing of a case is opposed on the ground of its being a county question, such opposition may be put forward at any time by either the Owners' or Workmen's Association, or by a member of the Committee, or by either Secretary of the Committee, and the Joint Committee shall determine whether the contention that the case is a county question has been sustained.

Revision of Prices.—If either party desires a revision of the hewing prices of the various districts comprising a seam, the Joint Committee may make such revision or send it to arbitration although the average of the seam is not five per cent. above or below the county average, provided that in such cases the general average of the seam prevailing before the revision shall be as nearly as possible maintained.

Fixing Prices in New Seams.—The prices to be paid to hewers or other classes of workmen paid by the piece employed in new seams, or at broken, or under any other changed mode or conditions of working in any seam, for which prices are not already fixed, shall, on application, be settled by arbitration if they cannot be arranged by mutual agreement or by the Joint Committee.

Goaf Area.—On the application of the owners or workmen at any colliery an area of and distance from goaf governing the payment of broken prices shall, if not already fixed by agreement or custom, be fixed by the Joint Committee or arbitration.

Piece Work Prices and Datal Wages.—In those cases where either piece work or datal work is possible it shall be competent for the owners to say which method of payment shall be adopted and if rates are not already fixed therefor to have such fixed on application to the Committee, but failing local agreement the change in the method of payment shall not take place until such application to Committee be made.

Constitution.

Representation.—The Committee to be composed of six members chosen by the Durham Coal Owners' Association, and six members of the Durham Miners' Association together with an impartial Chairman to be chosen annually in March (or at such other times as the office may become vacant) by the Owners' Association and the Durham County Mining Federation.

Secretaries.—The Owners' and Miners' Associations shall each elect a Secretary to represent them in the transaction of the business of the Committee and each Association shall give

written notice of such appointment to the other Association and each such Secretary shall remain in office until he shall resign or be withdrawn by the Association which elected him.

The Secretaries shall attend all meetings of the Committee and be entitled to take part in the examination of witnesses or in the discussion of any matter before the Committee but they shall have no power to move or second any resolution or to vote on any question before the Committee, unless either Secretary be also one of the elected members of the Committee, in which case he shall in that capacity have all the rights and privileges of a member.

Conditions Governing Consideration of Cases.

Districts.—The collieries are to be classed into three districts with the following boundaries :—

- (a) The EAST DISTRICT to comprise all those collieries which lie to the east of the Team Valley Railway.
- (b) The NORTH DISTRICT to comprise all those collieries which lie to the west of the Team Valley Railway and north of the Lanchester Valley Railway.
- (c) The AUCKLAND DISTRICT to comprise all those collieries which lie to the west of the Team Valley Railway and south of the Lanchester Valley Railway.

The owner of any colliery situated on the boundary line of any district shall have the option of choosing the district in which such colliery shall be included.

Extension of Districts.—In cases of extension or recommencement of districts, the prices previously paid in such districts shall be paid in all extensions of the workings, except where boundaries are otherwise specifically defined.

County Standard Wages and Hours.—The county standard wages and hours of the various classes of workmen shall be those agreed to between the two Associations modified up or down by any change brought about by any county agreement.

County Arrangements.—All decisions of the Committee shall be in accordance with county awards, county agreements, county customs and county arrangements, whether such are in writing or otherwise, and the decisions of the Committee in all cases shall be such as to bring practices, hours or wages as nearly as may be into accord with the recognised county standards.

Five per cent. Margin.—Before any application for an advance or reduction in the wages of hewers (including kirvers and tub loaders) shall be entertained it must, except as provided in Rule 12, be clearly shown that the average wage earned by the same class of persons in the seam (or portion of a seam if cavillep separately) is at least five per cent. above or below the recognised

county standard rate, but there shall be excluded from the averages the earnings of any hewers who are paid an extra price in addition to the ordinary rates in consideration of their working at night under any special arrangement.

Before any application for an advance or reduction in the wages of any other classes of workmen paid by the piece shall be entertained it must be clearly shown, if the application relates to workmen employed underground and paid by the piece, that the average wage earned by the same class or classes of persons in the seam is at least five per cent. above or below the recognised county standard rate, or if the application relates to workmen at bank paid by the piece that the average wage earned by the same class or classes of persons employed at the pit is at least five per cent. above or below the recognised county standard rate.

Objections to Cases.—No demand from the workmen at any colliery shall be entertained where, within the three pays supplied as per Rule 18 (*i.e.*, Procedure—Statement of Average Earnings to be furnished), or, where averages are not required, within the three pays prior to the day appointed for hearing, loosing before time or restriction of work by the class of workmen seeking the change has been a general practice. No demand of either party shall be considered by the Committee if the party submitting the demand is not carrying out or has within the previous three months failed to carry out any county or local agreement or any previous decision of the Joint Committee or any award.

Date of Alterations.—Unless otherwise arranged by mutual agreement, by the Joint Committee or by arbitration, all advances and reductions shall take effect from the beginning of the pay commencing first after the date of the decision or award.

Procedure.

Meetings.—The meetings of the Joint Committee shall be held in Newcastle-on-Tyne or such other convenient place as may be fixed by the Committee and at such dates and hours as may be fixed by the Chairman.

Representatives.—In any case brought before the Joint Committee the owners may be represented by one or more of their agents and the workmen by any of the workmen employed upon the colliery from which the case is sent or by the checkweighman of that colliery, but it shall be competent for either side to bring such witnesses as they may deem necessary.

Counter-Claims.—All applications by one party for advances or reductions of piece work prices shall entitle the other side to raise the question of the prices paid to the same class of workmen throughout the whole of the pit, and all applications for advances or reductions of the datal wages of any workmen shall entitle the other side to raise the question of the datal wages paid to

workmen of the same class throughout the whole of the pit, provided that, in either case, not less than seven clear days before the day appointed for hearing by Joint Committee, a statement of any counter-claim intended to be made, together with a statement of average earnings or datal wages as provided for in Rule 18 (*i.e.*, the rule following), shall be handed to the manager, or, as the case may be, to the workmen of the colliery, and, in the case of hewing prices, specifying the names of the districts where the advances or reductions are sought. The provisions of Rule 11 (*i.e.*, Conditions governing consideration of Cases—Five per cent. Margin) shall apply to counter-claims in the same way as to original applications.

Statement of Average Earnings to be furnished.—No request for advance, reduction, or revision of piece work prices, or datal wages, shall be entertained unless a statement shewing the average earnings per shift, or of the datal wages, has been supplied by the Secretary of the Owners' or Workmen's side of the Committee, as the case may be, to the other Secretary at least nine clear days before the date fixed for hearing by Joint Committee. In the case of piece work the averages thus supplied shall be those of at least three recent consecutive pays (each given separately) actually received by the workmen, excluding the first and last pays of each quarter and the two pays immediately following the date of a decision award or agreement becoming operative. The averages of seams, and of the districts where the advance, reduction or revision is asked for, shall be supplied in each case, and also the numbers and dates of the pays. The Joint Committee in considering and determining claims for advance or reduction of piece work prices shall be guided by the difference between the average earnings of the workmen during the pays for which averages have been supplied and the county standard rate for the class concerned, and in considering and determining claims respecting datal wages shall be guided by the difference between the datal wage of the workmen concerned and the county standard wage for that class.

Order of Cases.—When both owners and workmen have cases for consideration the cases of each shall be considered alternately, and lists of cases to be considered at any meeting shall be exchanged between the two Secretaries at least fourteen days before such meeting; and it shall not be competent for the Committee to discuss any other matter than shall be specified in such lists unless the parties concerned agree to any very urgent case being heard, and both sides of the Committee concur.

Notice of Objection.—If any objection is to be raised to the hearing of a claim or counter-claim (except as a county question), written notice stating the particulars of such objection shall be given to the manager or the workmen of the colliery, as the case may be, and such notice shall, as regards claims, be given seven clear days before the day appointed for hearing, and, as regards

counter-claims, four clear days before the day appointed for hearing, but if the cause of objection arises within such seven or four days then the notice may be given at any time previous to the time appointed for hearing.

Casting Vote.—The Committee shall in all cases where such is possible determine the questions submitted to its consideration without calling upon the Chairman for his casting vote.

Hearing of Cases.—On any case being submitted to the Committee the parties may each state their case and may bring forward in support such evidence as they deem necessary and as the Committee may consider relevant. During the hearing of evidence there shall be no discussion or argument, the examination of witnesses being confined to putting the Committee into possession of the facts bearing on the case. When the witnesses have completed their evidence they shall retire and the members of the Committee shall then discuss and endeavour to arrive at a decision on the case. In the event of their failing to arrive at a unanimous decision any member may propose a motion for settling the matter and the Chairman shall put such motion to the Committee and it shall be determined by a vote taken by show of hands. If the votes are equal the Chairman shall himself decide the question at issue or shall refer it to arbitration or order a report as he may think fit. If the number of members present representing the owners and workmen respectively is unequal, the voting shall be deemed to be equal if all the workmen's representatives present vote one way and those of the owners the other.

Back Money.—In the event of any payment of back money being awarded, the Chairman of the Joint Committee shall decide upon the period (not exceeding fourteen weeks prior to the day appointed for hearing by the Joint Committee) for which such payment shall be made.

Appointment of Arbitrators.—In any case referred to arbitration each party shall appoint a disinterested arbitrator within twenty-one days of the date of the reference; and if within the said twenty-one days either of the parties fail to appoint an arbitrator, the arbitrator appointed shall ask the Chairman of the Joint Committee to authorise him to hear and determine the matter referred, and make an award which shall be binding on both parties.

Appointment of Umpire.—If in any case referred to arbitration the arbitrators are unable to decide on the claim and fail to agree as to the appointment of an umpire each arbitrator shall nominate not exceeding two persons, not being colliery owners, mining engineers having charge of or being interested in any colliery, or members or officials of any Colliery Owners' or Workmen's Association, and the Chairman of the Joint Committee shall appoint a person from among those thus nominated.

Submission of Reports.—On any case sent by the Committee for report, the persons appointed shall, if possible, submit their report to the Joint Committee for the same district at its next meeting after the date of the reference.

Reporters unable to Agree.—In any case referred by the Committee for report, if the persons appointed are unable to agree upon a joint report, they shall submit separate reports showing the points on which they differ.

Re-hearing.—Cases shall not be reconsidered until after the lapse of twelve weeks from the date of their last hearing, or from the date of an award or agreement affecting the question proposed to be dealt with in the case.

No Suspension of Work.—In the event of any change being made by the owners of a colliery in the methods of working a mine, or any part thereof, or in the conditions under which the labour concerned is performed, no stoppage of work by the workmen shall take place, and in the event of a change of wages being awarded by the Committee or arbitration in consequence of such altered methods or conditions of working such change shall take effect from the commencement of the altered mode or conditions of working.

JOINT COMMITTEE OF THE DURHAM COAL OWNERS' ASSOCIATION AND THE DURHAM COLLIERY MECHANICS' ASSOCIATION.

Functions of Committee.

Powers.—The Joint Committee shall have full power to refer to arbitration, or otherwise settle all questions (except such as may be termed county questions, or which may affect the general trade) relating to wages, compensation for alteration in practices of working, and all questions or disputes of any other description which may arise from time to time at any particular colliery, between the owner of such colliery and his workmen, and which shall be referred to the consideration of the Committee by either of the parties concerned, and the decision of the Committee shall be final and binding upon all parties.

Constitution.

Representation.—The Joint Committee to be composed of six members of the Owners' Association and six members of the Workmen's Association, and a Chairman to be chosen annually by the Owners' Association and the Federation Board.

Conditions Governing Consideration of Cases.

County Average.—No change shall be made in the prices and wages paid to any class of workmen for altered practices or conditions of working, unless it be clearly shown that their average daily wage is reduced or increased thereby below or above the average daily wage of their class throughout the county of Durham.

Previous decisions.—No request shall be considered if the party making the application is proved not to be carrying out any previous decision of the Joint Committee, or award.

Date of Alterations.—Unless otherwise arranged, all decisions shall take effect from the beginning of the next pay after the date of the decision or of the award.

Procedure.

Meetings.—The meetings of the Joint Committee to be held at such places as may be fixed upon as being most generally convenient; and to be held at such times as may be approved by the Chairman.

Representatives.—In any case brought before the Joint Committee, the owners may be represented by one or more of their agents, and the workmen by any of the Mechanics employed upon the colliery from which the case is sent.

Counter-claims.—All applications by one party for advances or reductions shall entitle the other side to open out the question of the prices paid to the same class of workmen throughout the whole of the colliery, provided that not less than seven clear days before the hearing by Joint Committee, a statement of any counter-claim intended to be made, together with the average wages of not less than three pays, or the datal wages shall be handed to the manager, or, as the case may be, to the workmen of the colliery.

Notice of Objection.—If any objection is to be raised to the hearing of any case, not less than seven clear days (or of any counter-claim four clear days) before the hearing by Joint Committee, a notice of such objection shall be handed to the manager, or, as the case may be, to the workmen of the colliery; or if the cause of objection arises within such seven days or four days, then at any time previous to such meeting.

Averages to be Supplied before Hearing.—No request for alteration of prices or of datal wages shall be entertained unless the average wages for not less than three pays or the datal wages paid to such workmen have been supplied, at least nine clear days before the hearing by Joint Committee.

Back Money.—In the event of any payment of back money being awarded, the Chairman of the Joint Committee shall decide upon the period for which such payment shall be made.

Re-hearing.—Any case can be re-considered after the lapse of twelve weeks from the date of its being last heard, or from the date of an award.

Order of Cases.—When both owners and workmen have cases for consideration the cases of each shall be considered alternately, and a circular, specifying the cases to be heard by the Joint Committee at any meeting, shall be sent to each member of the Committee at least fourteen days before such meeting; and it shall not be competent for the Committee to discuss any other matter than shall be specified in such circular, unless the parties concerned agree to any very urgent case being heard, and both sides of the Committee concur.

Appointment of Arbitrators.—In any case referred to arbitration each party shall appoint a disinterested arbitrator within twenty-one days of the date of the reference; and if within the said twenty-one days either of the parties fail to appoint an arbitrator, the arbitrator appointed shall ask the Chairman of the Joint Committee to authorise him to hear and determine the matter referred, and make an award, which shall be binding on both parties.

Appointment of Umpire.—If, in any case referred to arbitration, the arbitrators fail to agree to the appointment of an umpire, the Chairman of the Joint Committee shall make the selection of an umpire.

Voting.—All questions at any meeting of the Joint Committee shall, in the event of dissent, be determined by a majority in number of members to be ascertained by a show of hands, and the declaration of the Chairman as to the result of any such show of hands shall be final. In case of an equality of votes between the owners' and the men's representatives, the Chairman shall give his decision on the question at issue.

No Suspension of Work.—In the event of any alteration in the manner or system of working, in accordance with county arrangements, no stoppage of work shall occur pending the decision, by agreement or arbitration (to be afterwards confirmed by the Joint Committee), of any question as to readjustment of wage, or other question arising out of the altered mode of working. The decision shall date from the commencement of such alteration.

Pits Laid Idle.—If a colliery is laid idle by the owners or workmen, on account of any dispute between them, no claim by the offending party shall be considered until after work has been resumed.

JOINT COMMITTEE OF THE DURHAM COAL OWNERS' ASSOCIATION AND THE DURHAM COUNTY ENGINEMEN'S ASSOCIATION.

Functions of Committee.

Powers.—The Joint Committee shall have full power to refer to arbitration, or otherwise settle all questions (except such as may be termed county questions, or which may affect the general trade) relating to wages, compensation for alteration in practices of working, and all questions or disputes of any other description which may arise from time to time at any particular colliery, between the owner of such colliery and his workmen, and which shall be referred to the consideration of the Committee by either of the parties concerned, and the decision of the Committee shall be final and binding upon all parties.

Constitution.

Constitution.—The Joint Committee to be composed of six members of the Owners' Association and six members of the Workmen's Association, and a Chairman to be chosen annually by the Owners' Association and the Federation Board.

Conditions Governing Consideration of Cases.

County Average.—No change shall be made in the prices and wages paid to any class of workmen for altered practices or conditions of working, unless it be clearly shown that their average daily wage is reduced or increased thereby below or above the average daily wage of their class throughout the county of Durham.

Previous Decisions.—No request shall be considered if the party making the application is proved not to be carrying out any previous decision of the Joint Committee, or award.

Date of Alterations.—Unless otherwise arranged, all decisions shall take effect from the beginning of the next pay after the date of the decision or of the award.

Procedure.

Meetings.—The meetings of the Joint Committee to be held at such places as may be fixed upon as being most generally convenient; and to be held at such times as may be approved by the Chairman.

Representatives.—In any case brought before the Joint Committee, the owners may be represented by one or more of their agents, and the workmen by any of the Enginemmen employed upon the colliery from which the case is sent.

Counter-claims.—All applications by one party for advances or reductions shall entitle the other side to open out the question of the prices paid to the same class of workmen throughout the whole of the colliery, provided that not less than seven clear days before the hearing by Joint Committee, a statement of any counter-claim intended to be made, together with the average wages of not less than three pays, or the datal wages shall be handed to the manager, or, as the case may be, to the workmen of the colliery.

Notice of Objection.—If any objection is to be raised to the hearing of any case, not less than seven clear days (or of any counter-claim four clear days) before the hearing by Joint Committee, a notice of such objection shall be handed to the manager, or, as the case may be, to the workmen of the colliery; or if the cause of objection arises within such seven days or four days, then at any time previous to such meeting.

Averages to be Supplied before Hearing.—No request for alteration of prices or of datal wages shall be entertained unless the average wages for not less than three pays or the datal wages paid to such workmen have been supplied, at least nine clear days before the hearing by Joint Committee.

Back Money.—In the event of any payment of back money being awarded, the Chairman of the Joint Committee shall decide upon the period for which such payment shall be made.

Re-hearing.—Any case can be reconsidered after the lapse of twelve weeks from the date of its being last heard, or from the date of an award.

Order of Cases.—When both owners and workmen have cases for consideration the cases of each shall be considered alternately, and a circular, specifying the cases to be heard by the Joint Committee at any meeting, shall be sent to each member of the Committee at least fourteen days before such meeting; and it shall not be competent for the Committee to discuss any other matter than shall be specified in such circular, unless the parties concerned agree to any very urgent case being heard, and both sides of the Committee concur.

Appointment of Arbitrators.—In any case referred to arbitration each party shall appoint a disinterested arbitrator within twenty-one days of the date of the reference; and if within the said twenty-one days either of the parties fail to appoint an arbitrator, the arbitrator appointed shall ask the Chairman of the Joint Committee to authorise him to hear and determine the matter referred, and make an award, which shall be binding on both parties.

Appointment of Umpire.—If, in any case referred to arbitration, the arbitrators fail to agree as to the appointment of an umpire, the Chairman of the Joint Committee shall make the selection of an umpire.

Voting.—All questions at any meeting of the Joint Committee shall, in the event of dissent, be determined by a majority in number of members to be ascertained by a show of hands, and the declaration of the Chairman as to the result of any such show of hands shall be final. In the case of an equality of votes between the owners' and the men's representatives, the Chairman shall give his decision on the question at issue.

No Suspension of Work.—In the event of any alteration in the manner or system of working, in accordance with county arrangements, no stoppage of work shall occur pending the decision, by agreement or arbitration (to be afterwards confirmed by the Joint Committee), of any question as to readjustment of wage, or other question arising out of the altered mode of working. The decision shall date from the commencement of such alteration.

Pits Laid Idle.—If a colliery is laid idle by the owners or workmen, on account of any dispute between them, no claim by the offending party shall be considered until after work has been resumed.

JOINT COMMITTEE OF THE DURHAM COAL OWNERS' AND COKEMEN'S ASSOCIATIONS.

Functions of Committee.

Powers.—The Joint Committee shall have full power to refer to arbitration, or otherwise settle all questions (except such as may be termed county questions, or which may affect the general trade) relating to wages, compensation for alteration in practices of working, and all questions or disputes of any other description which may arise from time to time at any particular cokeyard, between the owner of such cokeyard and his workmen, and which shall be referred to the consideration of the Committee by either of the parties concerned, and the decision of the Committee shall be final and binding upon all parties.

Constitution.

Representation.—The Joint Committee to be composed of six members of the Owners' Association and six members of the Workmen's Association, and a Chairman to be chosen annually by the Owners' Association and the Federation Board.

Conditions Governing Consideration of Cases.

Five per cent. Margin.—Before any change in the wages of any class of workmen shall be entertained, it must be clearly shown that the average wage on which the claim is made is at least 5 per cent. above or below the county standard average daily wage, as defined by Dr. Spence Watson in his awards.

Prices through whole Cokeyard.—All applications by one party for advances or reductions affecting any class of workmen shall entitle the other side to open out the question of the prices paid to the same class of workmen throughout the whole cokeyard, provided that, not less than seven days before the hearing by Joint Committee, a statement of any counter-claim intended to be made shall be handed to the manager, or, as the case may be, to the workmen of the cokeyard.

County Average.—No change shall be made in the prices and wages paid to any class of workmen for altered practices or conditions of working, unless it be clearly shown that their average daily wage is reduced or increased thereby below or above the county standard average daily wage, as defined by Dr. Spence Watson in his awards.

Previous Decisions.—No request shall be considered if the party making the application is proved not to be carrying out any previous decision of the Joint Committee, or award.

Date of Alterations.—Unless otherwise arranged, all advances and reductions shall commence from the beginning of the next pay after the date of the decision or of the award.

Procedure.

Meetings.—The meetings of the Joint Committee to be held at such places as may be fixed upon as being most generally convenient; and to be held at such times as may be approved by the Chairman.

Representatives.—In any case brought before the Joint Committee, the owners may be represented by one or more of their agents, and the workmen by any of the workmen employed upon the cokeyard from which the case is sent.

Objection to Hearing.—If any objection is to be raised to the hearing of any case, not less than seven clear days (or of any counter-claim four clear days) before the hearing by Joint Committee, a notice of such objection shall be handed to the manager, or, as the case may be, to the workmen of the cokeyard; or if the cause of objection arises within such seven days or four days, then at any time previous to such meeting.

Averages to be Supplied before Hearing.—No request for alteration of prices or of daily wages paid to any class of

workmen shall be entertained unless the wages earned for each of three or more recent and consecutive pays or, as the case may be, the data wages of such workmen have been supplied, at least nine clear days before the hearing by Joint Committee.

Back Money.—In the event of any payment of back money being awarded, the Chairman of the Joint Committee shall decide upon the period for which such payment shall be made.

Re-hearing.—Any case can be reconsidered after the lapse of twelve weeks from the date of its being last heard, or from the date of an award.

Order of Cases.—When both owners and workmen have cases for consideration the cases of each shall be considered alternately, and a circular, specifying the cases to be heard by the Joint Committee at any meeting, shall be sent to each member of the Committee at least fourteen days before such meeting; and it shall not be competent for the Committee to discuss any other matter than shall be specified in such circular, unless the parties concerned agree to any very urgent case being heard, and both sides of the Committee concur.

Appointment of Arbitrators.—In any case referred to arbitration each party shall appoint a disinterested arbitrator within twenty-one days of the date of the reference; and if within the said twenty-one days either of the parties fail to appoint an arbitrator, the arbitrator appointed shall ask the Chairman of the Joint Committee to authorise him to hear and determine the matter referred, and make an award, which shall be binding on both parties.

Appointment of Umpire.—If, in any case referred to arbitration, the arbitrators fail to agree as to the appointment of an umpire, the Chairman of the Joint Committee shall make the selection of an umpire.

Voting.—All questions at any meeting of the Joint Committee shall, in the event of dissent, be determined by a majority in number of members, to be ascertained by a show of hands, and the declaration of the Chairman as to the result of any show of hands shall be final. In case of an equality of votes between the owners' and the men's representatives, the Chairman shall give his decision on the question at issue.

Wages for New System or New Ovens.—The wages to be paid to workmen for any new system of working, or for new ovens shall, on application, be fixed by arbitration if they cannot be arranged by mutual agreement or by the Joint Committee.

No Suspension of Work.—In the event of any alteration in the manner or system of working, in accordance with county arrangements, no stoppage of work shall occur pending the decision, by agreement or arbitration (to be afterwards confirmed by the Joint

Committee), of any question as to readjustment of wage, or other question arising out of the altered mode of working. The decision shall date from the commencement of such alteration.

Cokeyards Laid Idle.—If a cokeyard is laid idle by the owners or workmen, on account of any dispute between them, no claim by the offending party shall be considered until after work has been resumed.

THE BOARD OF CONCILIATION FOR THE CUMBERLAND COAL TRADE.

RULES FOR BOARD OF CONCILIATION.

Functions of Board and Joint Committee.

Object of Board.—The object of the Board shall be to consider and decide all questions in dispute affecting the interests of the Employers and Employed constituting the Board, with regard to Wages and other conditions of Employment of underground Workmen.

Object of Committee.—Questions of a general adjustment of wages or conditions of employment shall be brought before the full Board. All other questions shall be brought before a Joint Committee, consisting of three Employers, or their Representatives, and three Workpeople's Representatives, who shall be appointed by their respective bodies. But it is to be understood that neither the Board nor any Committee thereof shall have jurisdiction over questions relating to methods of working.

Constitution.

Representation.—The Board shall be composed of the Members of the Cumberland Coal Owners' Association and the Workmen employed by them.

The Board shall consist of one Employer or his Representative, and one Representative of the Workmen from each Colliery, but where two or more Collieries belong to the same Employer, the said Employer, or his Representative, may act and give a vote in respect of each.

The Workmen's Representative for each Colliery shall be elected by the Workpeople employed at such Colliery, at a meeting duly convened for that purpose, and a Representative so chosen shall be deemed to have been duly elected for the purposes of this Board.

Disqualification.—Should it be proved to the satisfaction of the Board that any member uses his influence to prevent the decisions of the Board, or of the Joint Committee, being carried out, he shall forthwith cease to be a member.

Annual Meeting.—The Annual Meeting of the Board shall be held at Workington during the month of June in each year to elect a Neutral Chairman, a Neutral Vice-Chairman, a President, a Vice-President, and two Secretaries, who shall continue in office until the corresponding Meeting of the following year, and shall be eligible for re-election. Should the Board not be able to agree upon the appointment of the Neutral Chairman, or the Neutral Vice-Chairman, the district County Court Judge shall appoint one or both after consulting both parties.

Duties of Officers.

President.—The President shall preside over all Meetings of the Board—except when the Neutral Chairman is present—and, in the absence of the President and Vice-President, a Member of the Board shall be appointed to preside at that Meeting, but in neither case shall he have a casting vote.

Neutral Chairman.—The Neutral Chairman shall preside at all Meetings of the Board held for the purpose of deciding any difference of opinion arising on questions of wages or conditions of employment, and, in the event of the parties failing to arrive at an agreement mutually, shall have power to decide, and shall give his decision, either by casting vote or in the form of an Award, which shall become the decision of the Board, and shall be final and binding on all parties.

Secretaries.—The Secretaries shall, within three days of application being made to them by either side, convene a Meeting of the Board. The nature of the business for consideration at each Meeting shall be set out in the joint circular signed by both Secretaries calling the Meeting, of which no less than three and not more than ten clear days notice shall be given. The time and place of all such Meetings shall be arranged by the Secretaries when not fixed by the previous Meeting.

Procedure.

Meetings.—The Ordinary Meetings of the Board shall be held Quarterly in the months of February, May, August, and November in each year, and Special Meetings of the Board may be held when there is business to transact.

Voting.—All votes shall be taken at Meetings of the Board by show of hands; when at any Meeting of the Board the parties entitled to vote are unequal in number, all shall have a right to fully enter into the discussion of any matters brought before them, but only an equal number on each side shall be entitled to vote, the withdrawal of the Members of whichever body may be in excess to be decided by lot, unless otherwise arranged.

Construction of Rules.—Any dispute or difference of opinion arising upon the meaning, construction, or intention comprised in or set out by any of the above Rules shall be submitted to the Neutral Chairman, and his decision as to the meaning, construction, or intention of any Rule or Rules shall be binding upon all parties.

Suspension of Work.—It is to be clearly understood that any suspension of work through any dispute is a direct violation of the Rules of the Board, and on a dispute arising at any Colliery, it shall be the duty of the Workmen's Representative and of the Manager to discuss the same with a view to a settlement before appealing to the Board.

Finance.

Payment of Expenses.—The Expenses of the Board and the Committee shall be divided equally by the Employers and the Workmen, but such expenses shall not include any payment for attendance or railway fares.

RULES OF THE JOINT COMMITTEE.

Officers.

President.—The Joint Committee shall elect one of their number to preside at each Meeting when the Neutral Vice-Chairman is not called in, but he shall not have a casting vote.

Duties of Officers.

Neutral Chairman.—In case the Joint Committee cannot agree upon any question brought before them the Neutral Vice-Chairman shall be called in, who, after considering the evidence from both sides, shall give his decision either by his casting vote, or in the form of an Award, which shall become the decision of the Committee, and shall be final and binding on both parties.

Secretaries.—Notice shall be given by either Secretary to the other of any subject to be brought before the Joint Committee, and the Secretaries shall thereupon convene a meeting of the said Committee, to be held within ten days of the date of such notice.

Procedure.

Consideration of Cases.—The Committee shall consider, and have power to settle, all matters relating to local disputes or other questions referred to it by the Board. Before any local dispute is considered by the Committee, a statement of the Claim, and the reply thereto, shall be submitted in writing by the Employers' and Workmen's Representatives concerned, at least three clear days before the meeting of the Committee. The Committee may require such evidence to be given by either party as they consider desirable, and the Committee or the Secretaries jointly shall have power to appoint one or more persons to inspect and report on any matter in dispute.

Voting.—Voting at meetings of the Committee shall be by show of hands, unless any Member shall call for a Ballot, in which case the votes shall be so taken. If there are more Members present on one side than the other, the extra Members shall not vote. Each Member shall have one vote, and the majority shall decide.

Revision of Rules.

Bye-laws.—The Joint Committee shall have power to make such Bye-laws for the regulation of their proceedings as they may consider necessary, but all such Bye-laws must be consistent with the foregoing Rules.

THE BOARD OF CONCILIATION FOR THE COAL TRADE OF THE FEDERATED DISTRICTS.

Functions of Board.

Object.—The Board shall determine, from time to time, the rate of wages within the districts of Lancashire, Cheshire, South and West Yorkshire, Nottinghamshire, Derbyshire, Leicestershire, Warwickshire, Shropshire, Staffordshire and North Wales, and such other districts in the Federated Area as, with the consent of the Board, may desire to come within its jurisdiction.

According to the terms of settlement of 25th February, 1904,* the Board was to continue until 31st December, 1906, and to determine the rate of wages within the following limits:—

“The rate of wages shall not be below 35 per cent. above the rate of wages of 1888, nor more than 60 per cent. above the rate of wages of 1888, and that no alteration in the rate of wages exceeding 5 per cent. shall be made at any one time.”

Selling Price and Rate of Wages.—The Board shall agree upon a selling price of coal as being proportionate to a certain rate of wages.

Selling Price not to be sole factor.—Alterations in the selling price of coal shall not be the sole factor for the decision of the Board, but one factor only; and either side shall be entitled to bring forward any reasons why, notwithstanding an alteration in the selling price there should be no alteration made in the rate of wages.

Constitution.

Representation.—The Board shall consist of an equal number of Coal Owners or Coal Owners' Representatives elected by the Federated Coal Owners, and Miners' or Miners' Representatives elected by the Miners' Federation of Great Britain—fourteen of each, with a Chairman from outside who shall have a casting vote.

Election of Chairman and Members.—The present members of the Board are and shall be: Chairman, the Right Honourable Lord James of Hereford, P.C. Coal Owners or Coal Owners' Representatives: Messrs. Alfred Hewlett (President), Henry Bramall, Henry Fairclough, A. Currer Briggs, F. J. Jones, J. J. Addy, W. E. Garforth, Henry Westlake, A. G. Barnes, J. A. Longden, FitzHerbert Wright, Henry Dennis, Frank Rigby, and Captain W. B. Harrison. Miners or Miners' Representatives: Messrs. Enoch Edwards, M.P. (Vice-President), John Wadsworth, M.P., Albert Stanley, James Haslam, M.P., William E. Harvey, John George Hancock, Benjamin Dean, H. Smith, Thomas Glover, M.P., Thomas Greenall, Levi Lovett, Aaron Stewart, Edward Hughes, and Fred Hall, M.P.

Vacancies.—Whenever a vacancy has arisen, from any cause, on the Board, except in the office of Chairman, such vacancy shall be filled up within one month of its occurrence by the body which appointed the member whose seat has become vacant. Intimation of such appointment shall be at once sent to the Secretaries. At its first meeting the Board shall endeavour to agree upon a Chairman, and if they fail to do so,

* On 18th December, 1906, a new agreement was entered into for 3 years, maintaining the existing rules but altering the minimum wage to 37½ per cent. above standard of 1888. The agreement also provides that in the event of any compulsory limitation of the hours of underground labour either party shall be at liberty to put an end to the Board by a six months' notice.

shall ask the Speaker for the time being of the House of Commons to nominate one, and the person so nominated shall be forthwith elected as Chairman of the Board. In the event of the death, resignation, or removal of the first or any subsequent Chairman, the Board shall endeavour to agree upon his successor, and if they fail to do so, shall ask the Speaker for the time being of the House of Commons to nominate him, and the person so nominated shall be forthwith elected as Chairman of the Board.

Short Reference.—The constituents of the Board, *i.e.*, Coal Owners or Coal Owners' Representatives, and Miners or Miners' Representatives are, for brevity, herein referred to as the "Parties."

Secretaries.—The parties shall each respectively elect a Secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the Secretary of the other party, and both such Secretaries shall remain in office until they shall resign or be withdrawn by the parties electing them. The Secretaries shall attend all meetings of the Board and are entitled to take part in the discussion, but they shall have no power to move or second any resolution, or to vote on any question before the Board.

Duties of Officers.

Secretaries.—They shall conjointly convene all meetings of the Board. Proper minutes of the Board and the proceedings thereof shall be taken and transcribed or printed in duplicate books, and each book shall be signed by the Chairman, President or Vice-President, or other person, as the case may be, who shall preside at the meeting at which such minutes are read and confirmed. One copy of such minutes shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties and conjointly for the Board.

The Secretaries shall, on the written application of either of the parties made by the Chairman and Secretary of either party for an alteration in the rate of wages, or an alteration of these rules, or for any of the objects mentioned in Clause 4 (*i.e.*, Constitution—Election of Chairman and Members), call a meeting of the Board within twenty-one days, at such time and place as may be agreed upon by the Secretaries. The application for the meeting shall state clearly the object of the meeting.

President, Vice-President and Chairman.—The President, or in his absence, the Vice-President, shall preside at all the meetings at which the Chairman is not present as herein provided. In the absence of both President and Vice-President, a member of the Board shall be elected by the majority to preside at that meeting. The President or Vice-President, or

other person presiding, shall vote as a Representative, but shall not have any casting vote. When the Chairman is present he shall preside and have a casting vote.

Procedure.

Meetings.—Meetings of the Board shall be held in London, or such other place as the Board shall from time to time determine, on or about (as may be determined by the Board) the last Thursday in January, the last Thursday in April, the last Thursday in July, and the last Thursday in October in each year, and at such other times as may be necessary under the provisions of Clause 11 (*i.e.*, Duties of Officers—Secretaries) of these rules, but no alteration in the rate of wages or of these rules or any of the objects mentioned in Clause 4 (*i.e.*, Constitution—Election of Chairman and Members) hereof shall be considered at any quarterly meeting.

Business at Meetings of Board.—All questions shall, in the first instance, be submitted to and considered by the Board, it being the desire and intention of the parties to settle any difficulties or differences which may arise by friendly conference if possible. If the parties on the Board cannot agree, then, except as to the matter provided for in Clause 5 hereof (*i.e.*, Functions of Board—Selling Price and Rate of Wages), the meeting shall be adjourned for a period not exceeding twenty-one days, and the matter in dispute shall be further discussed by the constituents of the two parties, and the Chairman shall be summoned by the Secretaries to the adjourned meeting, when the matter shall be again discussed, and in default of an agreement by the parties on the Board, the Chairman shall either give his casting vote on such matter at that meeting, or subsequently communicate the same to the Secretaries, which shall be final and binding, or if he think fit may refer back to the Board any question submitted to him, with or without any expression of his opinion upon it, for further consideration. In that event the Board shall meet within seven days thereafter, and at such meeting either of the parties may submit the same or an amended proposal, and if the parties cannot agree, the matter in dispute shall be again submitted to the Chairman at an adjourned meeting of the Board to be called by the Secretaries within fourteen days thereafter. At such adjourned meeting the Chairman shall either give his casting vote, which shall be final and binding, or he may again, and from time to time, refer back to the Board any question submitted to him in manner aforesaid. As often as any question shall be so referred back, the provisions of this clause shall apply. No question arising under Clause 5 (*i.e.*, Functions of Board—Selling Price and Rate of Wages) hereof is to be referred to the Chairman under this rule.

Submission of Cases.—All questions submitted to the Board shall be stated in writing, and may be supported by such verbal,

documentary, or other evidence and explanation as the parties may desire subject to the approval of the Board.

Voting.—All votes shall be taken at meetings of the Board by show of hands. When at any meeting of the Board the parties entitled to vote are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them; but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in excess to be by lot, unless otherwise arranged.

Finance.

Expenses and Provision of Funds.—Each party shall pay and defray the expenses of its own representatives and Secretary, but the costs and expenses of the Chairman, Stationery, Books, Printing, hire of rooms for meeting, shall be borne by the respective parties in equal shares.

THE FOREST OF DEAN CONCILIATION BOARD.

Functions of Board.

Objects.—By conciliatory means to prevent disputes and to put an end to any that may arise under Clause 13 (*i.e.*, the clause next following).

Questions to be Decided.—The questions to be decided by this Board shall be any matters affecting a whole colliery—a whole seam—the whole of the roadmen—horse drivers or surface day men employed at a colliery.

Constitution.

Representation.—The Board (which is formed under the Agreement dated February 27th, 1895) shall consist of an equal number of Coalowners or Coalowners' representatives elected by the Forest of Dean Coalowners' Association; and Miners or Miners' representatives elected by the Forest of Dean Miners' Association, and shall number 22 in all, with power to add to their number by unanimous consent. The Chairman and one Secretary shall represent the Owners and the Vice-Chairman and one Secretary shall represent the Miners. In the event of unavoidable absence of any representative at any meeting he shall be empowered, with the approval of the representatives of the Owners or the Miners as the case may be, to appoint his substitute by a notice in writing addressed to both Secretaries.

Should any Member of the Board from any cause cease to be a Member such vacancy shall be filled up within a month of its occurrence by the Association which appointed the member whose seat shall have become vacant. Intimation of such appointment shall be at once sent to each of the Secretaries.

Short Reference.—The Members of the Board, *i.e.*, the Coal-owners or Coalowners' representatives and the Miners or Miners' representatives are for brevity hereinafter referred to as "the parties."

Duration of Board.—The Board chosen in May, 1895, shall continue in office until 30th September, 1896. In August, 1896, the parties shall elect representatives to constitute a new Board, which shall meet at such time as the new Board or its officers shall appoint.

The Board shall continue until either party gives three months' notice of withdrawal from it.

Secretaries.—The parties shall each respectively out of their number elect a Secretary to represent them in the transaction of the business of the Board, and both such Secretaries shall remain in office until they shall resign or be withdrawn by the parties electing them.

Chairman.—The Chairman shall preside at all Meetings at which he is present, but he shall have no vote other than as an ordinary representative. In his absence the Vice-Chairman shall preside. In the absence of both, a Member of the Board shall be elected by the majority to preside at that Meeting.

Duties of Officers.

Secretaries.—The Secretaries shall conjointly convene all Meetings of the Board and take proper Minutes of the Board and the proceedings thereof, which shall be transcribed in duplicate books, and each such book shall be signed by the Chairman or other person who shall preside at the meeting at which such minutes are read and confirmed—one of such minute books shall be kept by each of the Secretaries. The Secretaries shall conduct the correspondence for the respective parties and conjointly for the Board. The Secretaries shall, on the written application of the Chairman or Secretary of either party, call a Meeting of the Board at such time and place as the Secretaries shall conjointly determine. The notice shall state the object of the meeting, and shall be issued to every Member at least seven days before such meeting.

Procedure.

Meetings.—The Meetings of the Board shall be held at the Speech House Hotel, or such other place as the Board or its officers shall from time to time determine.

General Procedure.—All questions shall in the first instance be submitted to and considered by the Chairman, Vice-Chairman, and the two Secretaries, it being the desire and intention of the parties to settle by friendly conference if possible any differences which may arise. If the result of this reference is not satisfactory, then the question may be brought for consideration before the whole Board. All questions submitted to the Board shall be stated in writing and may be supported by such verbal, documentary, or other evidence as either party may desire to adduce and as the Board may deem relevant. The decision of the Board shall be final and binding on the parties. No suspension of work by reason of the question being under dispute shall take place pending a decision by the Board. Both parties to this agreement pledge their respective constituents to make every effort to avoid claims or disputes at the collieries. In case of any unavoidable difference the Owners and their officers, together with their workmen, and the Miners' agent, shall endeavour to settle all matters at the respective collieries, and only in case of failing to effect such a settlement shall reference be made to this Board.

Voting.—All votes shall be taken at Meetings of the Board by show of hands. When at any Meeting of the Board the parties entitled to vote are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each party shall vote. The withdrawal of the Members of whichever party may be in excess to be by lot, unless otherwise arranged.

Finance.

Expenses.—Each party shall pay the expenses of its own representatives, but the costs and expenses of the Stationery, Books, Printing, Hire of Rooms for Meetings, &c., shall be borne by the respective parties in equal shares. At the first meeting of the Board each party shall pay in to the credit of the Treasurer, who shall be the Manager of the Capital and Counties Bank, Cinderford, a sum of £5. All accounts shall be paid by a vote of the Board. Cheques shall be signed by the Chairman and the Joint Secretaries.

THE WAGES CONCILIATION BOARD FOR THE COAL TRADE OF THE RADSTOCK DISTRICT OF SOMERSET.

Functions of Board.

Objects.—The Board shall determine, from time to time, the rate of Miners' Wages as provided in Clause 12 (*i.e.*, the paragraph following), as from the 1st day of January, 1907, to

31st day of December, 1909, and shall consider such other matters for mediation under Clause 16a (*see next paragraph*), or settlement affecting the constituents of the Board, as may be mutually referred to them under Clause 16b (*see next paragraph*).

The Board shall determine, from time to time, the rate of Percentage to be paid in the District upon the existing standard rate of Miners' Wages within the following limits:—That the Percentage rate of Wages payable in the District on existing standard rates shall be $7\frac{1}{2}$ per Cent. below the rate fixed by the Federated Conciliation Board, and shall afterwards be regulated by the rates fixed by the Federated Conciliation Board, subject to such modifications as the special circumstances of the Radstock District may from time to time require, but in such manner that the Percentage payable shall not be more than 15 per Cent. during the six summer months, and not more than $12\frac{1}{2}$ per Cent. during the six winter months, below the Percentage fixed from time to time by the Federated Conciliation Board; it being understood that in considering the special circumstances of the Radstock District the prices prevailing since the Board was first established in 1901, and days worked, shall be important factors, although not the only factors, and that the wages at the commencement of each Winter shall be raised $2\frac{1}{2}$ per Cent., and reduced again $2\frac{1}{2}$ per Cent. at the commencement of the Summer in each year.

Matters in dispute affecting the respective parties or the working of any of the Collieries shall be referred to the Board for mediation and discussion only before either party brings about a stoppage of work. The Board may, at the joint request of any individual Company or Colliery Owner and their or his Workmen meet and decide under the foregoing Rules any other question mutually referred to them for settlement, and the decision of the Board on such matter shall be final and binding on both parties.

Constitution.

Representation.—The Board shall consist of an equal number of Colliery Owners or representatives appointed by them, and Miners, or Miners' representatives, appointed by the workmen employed at the Collieries represented on the Board; one of each where less than 500 men and boys are employed, and two of each where more than 500 men and boys are employed for each individual Company or Colliery Owner, with a Chairman from outside who shall have a casting vote, and who shall be appointed by the Board at their First Meeting, and if they fail to appoint, the Chairman of the Somerset Quarter Sessions and the District County Court Judge jointly shall nominate one. On the resignation, death or removal of the first or any subsequent Chairman, a successor shall be appointed within a month, in a similar manner.

First Members.—The Collieries and present members of the Board shall be :—

Chairman :—His Honour Judge Austin.

Collieries.	Coal Owners' Representatives.	Workmen's Representatives.
Braysdown ...	Geo. E. Batey ...	Henry Derrick.
Clandown ...	F. J. Bird ...	Alfred Cottle.
Camerton ...	E. M. Heppel ...	F. Holvey.
Farringdon ...	R. F. Bennet ...	Edward Fussell.
Greyfield ...	Thos. Morgans ...	James Norman.
Do. ...	Thos. Twist ...	Geo. Evans.
Norton Hill ...	F. B. Beauchamp ...	George Gould.
Old Mills ...	John B. Adams ...	Jonah Harris.
Radstock ...	Jas. McMurtrie ...	Chas. Hambleton.
Do. ...	George E. J. McMurtrie	Sam. Parfitt.
Kilmersdon ...	J. Batey ...	Enoch Moore.
Writhlington ...	J. C. Walton ...	William Andrews.
Do. ...	A. E. Chivers ...	Henry Veal.

Of whom Mr. J. Batey shall be President, and Mr. J. Norman, Vice-President.

Vacancies.—Whenever a vacancy has arisen from any cause on the Board, except in the office of Chairman, such vacancy shall be filled up within one month of its occurrence by the party who appointed the Member whose seat has become vacant, intimation of such appointment shall be at once sent to the Secretaries. In the event of illness or other unavoidable cause preventing any Member from attending any Board Meeting, the party whom he represents may, by notice in writing handed to the Secretaries, nominate a substitute connected with the same Colliery, who shall have power to act at such Board Meeting.

Short Reference.—The constituents of the Board, *i.e.*, Colliery Owners or their representatives, and Miners or their representatives, are for brevity herein referred to as “the parties.”

Secretaries.—The parties shall each respectively elect a Secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the Secretary of the other party, and both such Secretaries shall remain in office until they resign, or be withdrawn by the parties electing them. The Secretaries shall attend all meetings of the Board and shall be entitled to take part in the Discussions, but shall have no power to move or second any Resolution, or to vote on any question before the Board, unless qualified as stated in Rule 4 (*i.e.*, Membership.—First Members and Vacancies).

Duties of Officers.

Secretaries.—The Secretaries shall conjointly convene all Meetings of the Board and take proper Minutes of the Board and the proceedings thereof, which shall be transcribed in

Duplicate Books and each such Book shall be signed by the Chairman, President, Vice-President, or other person, as the case may be, who shall preside at the meeting at which such Minutes are read and confirmed. One of such Minute Books shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties, and conjointly for the Board. *Provided always* that the Board may in its discretion employ a competent person to take short hand notes of the proceedings at any meeting of the Board at which it may be considered desirable to do so, and in such event a transcript of such notes shall be made for each party, but not for publication without the consent of the Board. Each transcript shall be signed by the Chairman, as prescribed above.

The Secretaries shall, on the written application of either of the parties, made by the Chairman and Secretary of either party, for an alteration in the rate of Wages, or for an alteration of these Rules, or for any of the objects mentioned in Clauses 2 (*i.e.*, Functions of Board.—Object, Clause one), 3 (*i.e.*, Membership.—Constitution) and 16 (*i.e.*, Function of Board.—Objects, Clause three), call a Meeting of the Board within 21 days, at such time and place as may be agreed upon by the Secretaries. The application shall state clearly the object of the Meeting.

President, Vice-President, and Chairman.—The President, or in his absence the Vice-President, shall preside at all the Meetings at which the Chairman is not present, as herein provided. In the absence of both President and Vice-President a member of the Board shall be elected by the majority to preside at that Meeting. The President, or Vice-President, or other Person presiding shall vote as a Representative, but shall not have any casting vote. When the Chairman is present he shall preside and have a casting vote.

Procedure.

Place of Meeting.—The Meetings of the Board shall be held in Bath, Bristol, or at such other place as the Board shall, from time to time, determine.

Consideration of Cases.—All questions shall, in the first instance, be submitted to, and considered by the Board, it being the desire and intention of the parties to settle any difficulties or differences which may arise by Friendly Conference, if possible, and the matters in dispute may be referred to a Joint Committee of the Board for discussion. If the parties on the Board cannot agree, then (except in cases of mediation) the Meeting shall be adjourned for a period not exceeding 14 days, and the matter in dispute shall be further discussed by the constituents of the two parties, and the Chairman shall be summoned by the Secretaries to the Adjourned Meeting, when the matter shall again be discussed, and in default of an agreement by the parties on the Board, the Chairman shall, if he thinks fit, further adjourn the Meeting

for another period not exceeding 14 days, and at such adjourned Meeting (if the parties have not previously agreed) the Chairman shall give his casting vote on such matter at that Meeting, which shall be final and binding.

Evidence.—All questions submitted to the Board shall be stated in writing, and may be supported by such verbal, documentary or other evidence and explanations as the parties may desire, subject to the approval of the Board.

Verification of Prices.—When any application has been referred to the Chairman for an alteration in Wages, the prices prevailing under this Clause if ascertained from the Colliery books by an Accountant, shall, if disputed, be verified either jointly by two Accountants (one appointed by each party) or by an Accountant mutually agreed upon, the cost thereof being borne by the respective parties in equal shares. The Accountants shall not divulge to any person or persons whatever the prices of any particular Colliery or Collieries, but shall only furnish to the Board the net increase or decrease in the average selling prices for the whole of the Collieries Parties to the Agreement.

Voting.—All Votes shall be taken at Meetings of the Board by show of hands; when at any Meeting of the Board the parties entitled to vote are unequal in number, all shall have a right to fully enter into the discussion of any matters brought before them, but only an equal number of each shall Vote, the withdrawal of the Members of whichever body may be in excess to be decided by Lot, unless otherwise arranged.

Finance.

Payment of Expenses.—Each party shall pay and defray the expenses of its own Representatives and Secretary, but the cost and expenses of the Chairman, Stationery, Books, Printing, and Hire of Rooms for Meetings shall be borne by the respective parties in equal shares.

THE BOARD OF CONCILIATION FOR THE COAL TRADE OF MONMOUTHSHIRE AND SOUTH WALES.

Function of Board.

Object.—That a Board of Conciliation shall be established to determine the general rate of wages to be paid to the Workmen and to deal with disputes at the various Collieries of the Owners subject to the conditions hereinafter mentioned.

The Board shall, at the meetings held under Rule 6 of the said Rules of procedure (*i.e.*, Procedure—Charges of Wages), determine the general rate of wages to be paid for the three months commencing on the first day of the month following the dates of such meetings; but should neither party desire to vary the rate of wages, the then prevailing rate of wages shall continue until the same shall be varied in accordance with the said Rules of Procedure.

- (a.) All Standard rates and prices shall be the Standards known as the Standards of December, 1879 and 1877, respectively.
- (b.) The wages payable to the Workmen, shall, until the same shall be advanced by the Board, be 30 per cent. above the several rates actually paid at the respective Collieries under the Standard of December, 1879.
- (c.) During the continuance of this Agreement, the rate of wages shall, subject to sub-section (d) hereof, not be less than 30 per cent. above nor more than 60 per cent. above the December, 1879, Standard of wages paid at the respective Collieries and in considering any proposal for an alteration in the general rate of wages, the said minimum of 30 per cent. shall for that purpose be considered as equivalent to an average nett selling price of large coal of 11/10 per ton. Such average nett selling price shall be taken as for large colliery screened coal delivered f. o. b. at Cardiff, Barry, Newport, Swansea, Port Talbot, and Llanelly.
- (d.) At Collieries where the Standard or basis upon which wages are now regulated is the rate of wages paid in the year 1877, the percentage payable thereat shall be 15 per cent. less than at the Collieries where the 1879 Standard prevails provided that in cases where Workmen have hitherto been paid nett rates of wages or fixed or other percentages whether upon the 1877, 1879 Standards or any other existing Standards they shall continue to be paid such nett rates, fixed or other percentages only.

Constitution.

Representation.—The Board shall consist of 24 duly authorised Owners' Representatives and 24 duly authorised Representatives of the Workmen employed at the Collieries of the Owners, and when dealing with questions relating to general advances or general reductions in the rate of wages also of a Chairman from outside who shall not be financially interested in any Coal Mine in the United Kingdom and who shall have a casting vote only.

First Members.—The first Members of the Board shall be Viscount St. Aldwyn, the Chairman from outside as aforesaid, and who is hereinafter called the Chairman, and

Owners' Representatives :—

William Jenkins, W. H. Routledge, F. L. Davis, Charles H. Eden, M. Wolstenholme, Joseph Shaw, Henry Davies, J. Boyd Harvey, H. E. Gray, T. H. Deakin, W. S. B. McLaren, William Evans, William Smith, H. W. Martin, Hugh Watts, Thomas Griffiths, Fred. Cleaves, W. W. Hood, Henry Lewis, Thomas Wilson, Clifford J. Cory, Henry T. Wales, E. M. Hann, W. J. Heppell; and

Workmen's Representatives :—

Wm. Abraham, M.P., W. Brace, Alfred Onions, Evan Thomas, D. Watts Morgan, John Williams, John Thomas, John Davies, Thomas Evans, Ben Davies, Wm. Vyce, James Manning, James Winstone, E. Morrell, John D. Morgan, Vernon Hartshorn, C. B. Stanton, John Williams, Tom George, Thomas Harries, William Harris, W. H. Morgan, Tom Davis, John Watts,

of whom there shall be two Presidents, one elected by the Owners' Representatives and the other by the Representatives of the Workmen.

Vacancies.—Whenever a vacancy on the Board occurs from any cause (except in the office of Chairman) such vacancy shall be filled by the body which appointed the Member whose seat has become vacant, but during such vacancy the Board may transact the business of the Board. Intimation of such appointment shall be at once sent to the Secretaries. When and so often as the office of Chairman becomes vacant the Board shall endeavour to elect a Chairman, and should they fail to agree will ask the Lord Chief Justice of England for the time being or in case of his refusal the Speaker of the House of Commons to nominate one.

Secretaries.—Each of the parties shall appoint a Secretary and shall give notice of such appointment when made to the other party, and such Secretaries shall remain in office until they shall resign or be withdrawn by the parties appointing them. The Secretaries or their respective deputies for the time being shall attend all Meetings of the Board and be entitled to take part in the discussion, but they shall have no power to move or second any resolution or vote on any question before the Board.

Duties of Officers.

Secretaries.—The Secretaries shall conjointly convene all Meetings of the Board and record the names of the persons present thereat, and at all meetings held under Rule 6 of the Rules of Procedure full minutes of the proceedings thereof shall be taken under the conjoint supervision of the Secretaries by an official shorthand writer to be mutually agreed on by the parties, which minutes shall be transcribed into duplicate books, and each such book shall be signed by the President or other persons

presiding at the meeting at which such minutes are confirmed. One of such minute books shall be kept by each of the Secretaries, such minutes to be for the private use of the Board and not for publication. The Secretaries shall also conduct correspondence for their respective parties and conjointly for the Board.

Presidents.—Both Presidents shall preside at all meetings (other than at meetings at which it shall be the duty of the Chairman to preside in accordance with Clause 6 of these Rules), but if either or both of them shall be absent, then a member or members of the Board shall be elected by the respective parties to preside at such meetings according as such President, who shall be absent, shall represent the Owners or Workmen. The Presidents or other persons presiding shall vote as representatives, but shall have no other votes.

Procedure.

Meetings.—The Meetings of the Board shall be held at Cardiff or such other place as the Board may from time to time determine.

Agenda.—The Board shall meet once at least in each month for the purpose of dealing with difficulties or disputes arising at the several Collieries and referred to in Clauses 5 and 15* of the foregoing Agreement, and the same shall be dealt with by the Board without reference to the Chairman. The Secretaries shall give to each Member of the Board seven days' notice of the intention to hold any such Meeting and of the business to be transacted thereat, and, except by mutual agreement, no subject shall be considered which has not been placed on the Agenda to the Notice convening the Meeting.

Disputes.—The parties to this Agreement pledge their respective constituents to make every effort possible to avoid difficulties or disputes at the Collieries, and in case of any unavoidable difference, the Owners or their Officials, together with their Workmen or their Agent or Agents, shall endeavour to settle all matters at the Collieries, and only in case of failing to effect a settlement shall a written appeal setting forth clearly the facts of the dispute and the contention of the parties making the claim be made to the Board by either or both of the parties concerned in the dispute to consider the same, and no notice to terminate contracts shall be given by either Owners or their Workmen before the particular question in dispute shall have been considered by the Board and it shall have failed to arrive at an agreement. The Board shall have power to refer such questions to a Committee consisting of one or more Owners' Representatives and an equal number of Workmen's Representatives, all of whom shall be Members of the Board, to consider,

* These are the two clauses following under heading of "Disputes."

and, if so directed, with power to settle and in all cases to report to the Board either a settlement or a failure to agree within three calendar months from the date of the reference to such Committee, and should the Board then fail to arrive at an agreement within one month, or any extended period that may be agreed upon by the Board, either party may give notice to terminate Contracts. Any notices wrongfully given to terminate contracts on any question shall be withdrawn before the Board or any Committee thereof shall consider such question.

Both parties hereby respectively undertake to make every effort possible to secure the loyal observance by the Owners and Workmen respectively of any Award made by representatives of the Board on any questions which may have been referred to them by the Board.

Subject as aforesaid, the Owners and Workmen at the respective Collieries shall be bound to observe and fulfil and shall be subject to all customs, provisions and conditions existing in December, 1879, at the Collieries respectively, and no variation shall be made therein by the Owners or Workmen except by mutual arrangement at the Collieries respectively or by a decision of the Board after a reference thereto in accordance with the provisions of Clause 5 (*i.e.*, Disputes—the first clause) of any proposal for a variation.

Changes of Wages.—Should there be a desire by either party to vary the rate of wages, the Board shall meet to consider the same on the 10th day of the months of February, May, August and November in every year (except where the 10th day of any of the said months falls on a Sunday, when the Meeting shall be held on the following day) to determine the general rate of wages to be paid for the three months commencing on the first day of the month next following the date of such Meetings. Either party intending to propose at such Meetings any alteration in the general rate of wages shall, 10 days before the said 10th day of the months of February, May, August and November for holding such Meetings, give to the Secretary of the other party notice in writing of the proposition intended to be made and of the grounds thereof, and the Secretaries shall enter such intended proposition and the grounds thereof on the Agenda to the notice convening the Meeting. The Secretaries shall send to each member of the Board seven days' notice of each such Meeting and of the business to be transacted thereat.

Evidence.—Nothing in the Clauses of this Agreement or in the Rules of Procedure is to preclude either party bringing any matters before the Board or Independent Chairman, which they consider as factors bearing upon the General Wage Question, but any evidence brought forward as to the selling price of large coal shall be confined to the price of large coal delivered f. o. b. at the shipping ports named in Clause 10 (c) hereof

(i.e. Objects—Clause 2) in the three calendar months immediately preceding the first day of the month prior to the month in which the meeting is held to consider any proposal to vary the General Wage Rate.

Chairman's Casting Vote.—At all such last mentioned Meetings the questions to be dealt with thereat shall in the first instance be considered by the Board, it being the desire and intention of the parties to settle any differences which may arise by friendly conference if possible. If the parties on the Board cannot agree, then the Meeting shall be adjourned for a period not exceeding 12 days, to which adjourned Meeting the Chairman shall be summoned and shall attend and preside thereat, when the questions in difference shall be again discussed by the parties, and in the event of their failing to arrive at an agreement with regard thereto, the Chairman, either at such Meeting or within five days thereafter, shall give his casting vote on such questions, and the parties shall be bound thereby.

Evidence.—All questions submitted to the Board shall be stated in writing and may be supported by such verbal, documentary or other evidence and explanation as either party may submit, subject to the approval of the Board.

Finance.

Payment of Expenses.—Each party shall pay and defray the expenses of its own Representatives, Secretary and Accountant, but the costs and expenses of the Chairman, Official Shorthand Writer, Joint Auditors (if any), and of the stationery, books, printing, and hire of rooms for meeting shall be borne by the respective parties in equal shares.

THE BOARD OF CONCILIATION FOR THE REGULATION OF WAGES IN THE COAL TRADE OF SCOTLAND.

Function of Board.

Object.—The Board shall have for its object the regulation of Miners' Wages from 1st February 1900. From that date to 1st August 1900 the rate of wages shall not be reduced below a point 31½* per cent. over the 1888 basis, nor be advanced above a point 75* per cent. over the 1888 basis.

* See Section 2 of Wages Agreement on p. 84.

Constitution.

Representation.—The Board shall consist of twelve Coal Owners or Coal Owners' Representatives elected by the Coal Owners, and twelve Miners or Miners' Representatives elected by the Miners.

Short Reference.—The constituents of the Board, *i.e.*, Coal Owners or Coal Owners' Representatives, and Miners or Miners' Representatives are, for brevity, herein referred to as "the Parties."

First Members.—The first members of the Board are and shall be :—

Coal Owners or Coal Owners' Representatives :

Messrs. Andrew K. M'Cosh, John Wilson, M.P., Charles Thomson, John Addie, George A. Mitchell, James Nimmo, James Wood, James A. Hood, R. W. Wallace, Charles Carlow, James B. Thorneycroft, and James A. Clarke.

Miners or Miners' Representatives :

Messrs. Robert Smillie, David Gilmour, John Robertson, James Murdoch, John Wilson, John M'Gough, John Guthrie, James Cook, Peter Muir, John Weir, James Innes, and Robert Brown.

Of whom Mr. Andrew K. M'Cosh shall be Chairman, and Mr. Robert Smillie, Vice-Chairman.

Vacancies.—Whenever a vacancy has arisen, from any cause, on the Board, such vacancy shall be filled up within one month of its occurrence by the body which appointed the member whose seat has become vacant. Intimation of such appointment shall be at once sent to the Secretaries.

Chairman and Vice-Chairman.—The Chairman and Vice-Chairman shall be elected by the Representatives to the Board at the first meeting, the one being a Coal Owner, and the other a Miners' Representative.

Secretaries.—The parties shall each elect a Secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the Secretary of the other party, and such Secretaries shall remain in office until they shall resign or be withdrawn by the parties electing them. The Secretaries shall attend all meetings of the Board, and are entitled to take part in the discussion, but they shall have no power to move or second any resolution, or to vote on any question before the Board, unless they are duly elected Members of the Board.

Duties of Officers.

Chairman and Vice-Chairman.—The Chairman, or in his absence, the Vice-Chairman, shall preside at all the meetings of the Board. In the absence of both Chairman and Vice-Chairman, a member of the Board shall be elected by the majority to preside at that meeting. The Chairman or Vice-Chairman, or other person presiding, shall vote as a Representative, but shall not have any casting vote.

Secretaries.—The Secretaries shall conjointly convene all meetings of the Board and take minutes of the proceedings, which shall be entered in duplicate books, and each of these books shall be signed by the Chairman, Vice-Chairman, or other person, as the case may be, who shall preside at the meeting at which such minutes are read and confirmed. One of such minute books shall be kept by each of the Secretaries.

Procedure.

Place of Meeting.—The meetings of the Board shall be held in Glasgow, or such other place as the Board shall from time to time determine.

Meetings.—The Secretaries, on the written application of the Chairman and Secretary of either party for an alteration in the rate of wages, or an alteration of these Rules, shall call a meeting of the Board within fourteen days, at such time and place as may be agreed upon. The application for the meeting shall state clearly the object of the meeting.

Business at Meetings.—All questions as to general advances or general reductions in the rate of wages shall, in the first instance, be submitted to and considered by the Board, it being the desire and intention of the parties to settle any such general advances or general reductions by friendly conference if possible. If the parties cannot agree, then the meeting shall be adjourned for a period not exceeding fourteen days, to allow the matter to be discussed by the constituents of the two parties. In the event of a disagreement at the second meeting a neutral Chairman may be called in to settle the matter, but only if both parties agree to that course. If it is agreed to call in a neutral Chairman, he shall be nominated at this second meeting, or an adjournment thereof, and a third meeting of parties shall be held not later than fourteen days thereafter. The decision of the neutral Chairman shall be final and binding on both parties.

Evidence.—All questions submitted to the Board under Rule 12 (*i.e.*, the preceding rule), shall be stated in writing, and may be supported by such verbal, documentary, or other evidence and explanation as either party may submit, subject to the approval of the Board.

Voting.—All votes shall be taken at meetings of the Board by show of hands. When at any meeting of the Board the parties entitled to vote are unequal in number, all shall have the right to take part in the discussion; but only an equal number of representatives of each party shall vote. The withdrawal of the members of either party which may be in excess will be by lot, unless otherwise arranged.

Finance.

Payment of Expenses.—Each party shall pay and defray the expenses of its own representatives and Secretary, but the costs and expenses for Stationery, Books, Printing, hire of rooms for meetings shall be borne by the respective parties in equal shares.

NEW WAGES AGREEMENT.*

Adjusted on 8th November, 1904.

1. The Scottish Coalowners and the Scottish Miners' Federation agree that the Conciliation Board shall be continued under its present rules, and agree further as follows:—

2. That the present minimum wage of $37\frac{1}{2}$ per cent. on the 1888 basis and the maximum of 100 per cent. on 1888 basis shall continue under the Board. The present wage shall be taken as corresponding to any value of coal between 6s. 5·45d. and 6s. 9·45d. per ton.

3. Thereafter wages shall rise $6\frac{1}{4}$ per cent. whenever the value of coal rises above 6s. 9·45d. to any extent within 4d. per ton up to 7s. 1·45d. per ton. Upon the value of coal rising above 7s. 1·45d. per ton to any extent within 4d. per ton up to 7s. 5·45d. per ton wages shall advance further by $6\frac{1}{4}$ per cent., and so on, rising $6\frac{1}{4}$ per cent. on basis rates for each 4d. per ton on coal values, subject to the maximum above provided for. Likewise in a falling market wages shall fall $6\frac{1}{4}$ per cent. for each 4d. per ton in coal values, subject to the minimum above provided for.

4. All changes of wages shall be based on the realised values of coal for the two months preceding that on which application for the change is made. The same means of ascertaining the price of coal as was provided for in the agreement terminated on 17th September last to be taken, and also the state of trade and prospects thereof are to be considered as heretofore in dealing with wages.

5. This agreement will continue binding on both parties until terminated by either party giving to the other three months' notice of its termination. Such notice shall be given at a meeting of the Board.

* Notice to terminate this agreement expired on 11th April, 1907. The agreement is published, however, as being illustrative of the manner in which changes in wages were regulated.

OTHER MINING.

THE BOARD OF CONCILIATION FOR THE CUMBERLAND IRON ORE TRADE.

RULES OF BOARD.

Functions of Board and Joint Committee.

Board.—The object of the Board shall be to consider and decide all questions affecting the interests of the Employers and Employed constituting the Board with regard to Wages, due consideration being given to the locality of each Mine and to its condition and character.

Joint Committee.—For the purpose of considering local disputes a Joint Committee shall be elected, consisting of the Employers, or their Representatives, and the Workmen's Representatives, together with the Two Secretaries. The members of the Committee shall be elected at the Annual Meeting of the Board in each year, and shall be eligible for re-election; but either the Employers or Workmen shall have power to remove any of the members on their portion of the Committee and to appoint others to act in their places at any time during the year. The Committee shall have power to appoint Sub-Committees to consider such local disputes as they may think proper.

Constitution.

Representation.—The Board shall be composed of Cumberland Iron Ore Owners and Workmen employed at their Mines.

The Board shall consist of Two Representatives of each Mine, one to be appointed by the Employers and the other by the Workmen. Where two or more Mines belong to the same Employers, the same Representative may act and vote in respect of each Mine.

Election.—The Workmen's Representative for each Mine shall be elected by the Workpeople employed at such Mine at a Meeting duly convened for that purpose, and a Representative so chosen shall be deemed to have been duly elected for the purposes of the Board.

Disqualification.—Should it be proved, to the satisfaction of the Board, that any member uses his influence to prevent the decisions of the Board or of the Joint Committee being carried out, he shall forthwith cease to be a member,

Officers.—The Annual Meeting of the Board shall be held at such time and place as the Board may decide to elect a President, a Neutral Chairman, the Members of the Joint Committee, and Two Secretaries, who shall continue in office until the corresponding meeting of the following year, and shall be eligible for re-election.

Duties of Officers.

President.—The President shall preside over all Meetings of the Board—except when the Neutral Chairman is called in—and in the absence of the President a temporary Chairman shall be appointed, but it is to be understood that only the Neutral Chairman shall have a casting vote.

Secretaries.—The Secretaries shall convene a Meeting of the Board at any time when there is business to transact. The nature of the business at each Meeting shall be set out in the circular calling such Meeting, of which three clear days' notice shall be given. The time and place of all such Meetings shall be arranged by the Secretaries, when not fixed by the previous Meeting.

Procedure.

Procedure in Local Disputes.—On a local dispute arising at any mine it shall be the duty of the Employers' and Workmen's Representatives of such mine to meet and discuss the same with a view to mutual settlement. Should they fail to agree, the party aggrieved shall then communicate with the Secretary representing their side on the Board requesting a meeting of the Joint Committee to consider the matter in dispute.

District Wages and Appeals.—Questions respecting the adjustment of District Wages shall be brought before the full Board, and in case no agreement can be arrived at, the matter shall be submitted to the Neutral Chairman, who, after considering the evidence from both sides, shall give his decision either by his casting vote or in the form of an award which shall be final and binding on both parties.

Reference to Neutral Chairman.—Should either party to a local dispute feel aggrieved by the decision of the Committee, or should the Committee fail to agree, the matter in dispute shall be referred to the Neutral Chairman for settlement.

Appointment of Independent Inspector.—The Joint Committee or the Neutral Chairman, as the case may be, shall have power to appoint an Independent Inspector—to be approved by both parties to the dispute—to examine and report upon the conditions bearing upon the questions at issue at the Mine or Mines concerned.

Voting.—All votes shall be taken at Meetings of the Board by show of hands, and the decision of a majority of the Board shall be binding on all parties; when at any Meeting of the Board the parties entitled to vote are unequal in number, all shall have a right to fully enter into the discussion of any matters brought before them, but only an equal number on each side shall be entitled to vote.

No Suspension of Work.—The leading object of the Board shall be the continuance of work at the existing rate of wages, pending the settlement of any dispute, on the understanding that the Board, the Joint Committee, or the Neutral Chairman shall have power to fix the date on which the alteration in wages shall take effect. And it is to be clearly understood that any strike or suspension of work is a direct violation of the Rules of the Board.

Revision of Rules.

Alterations and Additions.—Alterations or additions to these Rules or the Rules of the Joint Committee may be made at any Meeting of the Board, provided notice of such alterations or additions has been given to the Secretaries at least one calendar month previous to such Meeting.

Finance.

Expenses.—The Expenses of the Board and of the Joint Committees shall be divided equally between the Employers and the Workmen, but such expenses shall not include any payment for attendance or railway fares.

RULES OF JOINT COMMITTEE.

Officers.

Chairman.—The Joint Committee shall elect one of their number as Chairman, who shall not have a casting vote.

Duties of Officers.

Secretaries.—Six clear days' notice shall be given by either Secretary to the other of any subject to be brought before the Committee, and the Secretaries shall thereupon convene a Meeting of the said Committee, to be held within ten days of the date of the original notice.

Procedure.

Evidence.—Before any local dispute is submitted to the Committee, a statement of the claim, and the reply thereto, shall be submitted in writing by the Employers' and Workmen's Representatives concerned. The Committee may require such evidence to be given by either party as they may consider desirable.

Voting.—Voting at Meetings of the Committee shall be by show of hands. If there are more Members present on one side than the other, the extra Members shall not vote.

Appeal to Board or Neutral Chairman.—The Joint Committee shall, subject to the provision laid down in the Rules of the Board, consider, and have power to settle, all matters relating to local disputes or other questions referred to it by the Board.

JOINT COMMITTEE OF THE CLEVELAND MINE OWNERS AND MINERS.

(The procedure laid down in these Rules also governs the proceedings of the Joint Committee of the Cleveland Ironmasters and Blastfurnacemen.)

Functions of Committee.

Object.—The object of the Committee shall be to arbitrate, appoint Arbitrators, or otherwise settle all questions (except such as may be termed district questions or questions affecting the General Trade) relating to wages, practices of working, or any other subject which may arise from time to time at any particular Mine, and which shall be referred to the consideration of the Committee by the parties concerned. The Committee shall have full power to settle all disputes, and their decision shall be final and binding upon all parties in such manner as the Committee shall direct.

Constitution.

Representation.—The Committee shall consist of six representatives chosen by the North Yorkshire Cleveland Miners' Association, and six representatives chosen by the Cleveland Mine Owners' Association.

Chairmen, Arbitrators, and Umpire.—Each Meeting shall nominate its own Chairman, who shall have no casting vote. In case of equality of votes upon any question it shall be referred to two Arbitrators, one to be chosen by the Members of each Association present at the Meeting; these Arbitrators to appoint an Umpire in the usual way.

Procedure.

Notice of Discussion.—When any subject is to be considered by the Committee, the Secretary of the Association by whom it is to be brought forward shall give notice thereof to the Secretary of the other Association at least a week before the Meeting at which it is to be considered.

Quorum.—At Meetings of the Committee it shall be deemed that there shall be no quorum unless at least three Members of each Association be present.

Equal Voting Power.—If any Member of the Committee is directly interested in any question under discussion, he shall abstain from voting, and a Member of the opposite party shall also abstain from voting.

Revision of Rules.

Alterations and Additions.—Should any alteration or addition to these Rules be desired, notice of such change shall be given at the Meeting previous to its discussion.

Finance.

Expenses.—Each party to pay its own expenses—the expenses of the Umpire to be borne equally by the two Associations.

QUARRYING.

THE BOARD OF CONCILIATION FOR THE WEST CUMBERLAND LIMESTONE TRADE.

RULES FOR BOARD OF CONCILIATION.

Functions of Board and Joint Committee.

Object of Board.—The object of the Board shall be to consider and decide all questions affecting the interests of Employers and Employed constituting the Board with regard to Wages and Conditions of Employment.

Object of Committee.—For the purpose of considering local disputes, a Joint Committee shall be elected, consisting of Three Employers, or their Representatives, and Three Workmen's Representatives, together with the Two Secretaries. The members of the Committee shall be elected at the Annual Meeting of the Board in each year, and shall be eligible for re-election; but either the Employers or Workmen shall have power to remove any of the members on their portion of the Committee and to appoint others to act in their places at any time during the year.

Constitution.

Representation.—The Board shall be composed of the Members of The West Cumberland Limestone Quarry Owners' Association and the Workmen Employed at their Quarries. The Board shall consist of Two Representatives of each Quarry within the Owners' Association, one to be appointed by the Owner or Owners and the other by the Workmen. Where two or more Quarries belong to the same Owner or Owners, the same Representatives may act and vote in respect of each Quarry.

The Delegate for the time being at each Quarry shall be the Workmen's Representative for such Quarry, and a Representative so chosen shall be deemed to have been duly elected for the purposes of the Board.

Disqualification.—Should it be proved, to the satisfaction of the Board, that any member uses his influence to prevent the decisions of the Board or of the Joint Committee being carried out, he shall forthwith cease to be a member.

Officers.—The Annual Meeting of the Board shall be held during the month of June in each year to elect a President, a Neutral Chairman, the Members of the Joint Committee, and Two Secretaries, who shall continue in office until the corresponding meeting of the following year, and shall be eligible for re-election.

Dissolution.—Either the Employers' or the Workmen's Representatives may give six months' notice to terminate the Board, at the expiration of which time the Board shall be dissolved.

Duties of Officers.

President.—The President shall preside over all meetings of the Board, except when the Neutral Chairman is present—and in the absence of the President a temporary Chairman shall be appointed, but in neither case shall the President or temporary Chairman have a casting vote.

Secretaries.—The Secretaries shall convene a meeting of the Board at any time when there is business to transact. The nature of the business at each meeting shall be set out in the circular calling such meeting, of which three clear days' notice shall be given. The time and place of all such meetings shall be arranged by the Secretaries, when not fixed by the previous meeting.

Procedure.

Meetings.—Questions respecting the adjustment of District Wages or Conditions of Employment, Appeals from the decision of the Joint Committee, and also cases in which the Committee fail to agree, shall be brought before a meeting of the full Board, at which the Neutral Chairman shall preside, and in the event of the parties failing to arrive at an agreement mutually, the Neutral Chairman shall have power to decide, and shall give his decision either by casting vote or in the form of an award, which shall become the decision of the Board, and shall be final and binding on both parties.

Voting.—The voting at meetings of the Board shall be by show of hands, and the decision of a majority of the Board shall be binding on all parties.

Substitutes.—If any Member of the Board is unable to attend, the firm or workmen concerned may nominate another Representative for that occasion. In the absence of either Representative of any Quarry, the other Representative shall not be entitled to vote.

No Suspension of Work.—The leading object of the Board shall be the continuance of work at the existing rate of wages, pending the settlement of disputes. And it is to be clearly understood that any strike or suspension of work is a direct violation of the Rules of the Board. On a local dispute arising at any quarry it shall be the duty of the Workmen's Representative to discuss the same with the Employer or his Representative with the view to a mutual settlement before appealing to the Board or Joint Committee.

Revision of Rules.

Notice of Alteration.—Alterations or additions to these rules, or the rules of the Joint Committee, may be made at any meeting of the Board, provided notice of such alterations or additions has been given to the Secretaries at least one calendar month previous to such meeting.

Finance.

Payment of Expenses.—The expenses of the Board and of the Joint Committee shall be divided equally between the Employers and Workmen, but such expenses shall not include any payment for attendance or railway fares.

RULES FOR THE GUIDANCE OF THE JOINT COMMITTEE.

Officers.

Chairman.—The Joint Committee shall elect one of their number as Chairman, who shall not have a casting vote.

Duties of Officers.

Secretaries.—Six clear days' notice shall be given by either Secretary to the other of any subject to be brought before the Committee, and the Secretaries shall thereupon convene a meeting of the Committee to be held within ten days of the date of the original notice.

Procedure.

Evidence.—Before any local dispute is submitted to the Committee, a statement of the claim, and the reply thereto, shall be submitted in writing by the Employers' and Workmen's Representatives concerned. The Committee may require such evidence to be given by either party as they may consider desirable, and shall have power to appoint one or more of their number from each side to make inspections and report on any matter in dispute.

Reference to Board.—The Joint Committee shall consider, and have power to settle, all matters relating to local disputes or other questions referred to it by the Board, but any member feeling aggrieved by the decision of the Committee shall have power to appeal to the Board. In cases where the Committee cannot agree, the questions in dispute shall be submitted to the Board for decision under Rule 6 (*i.e.*, Procedure—Meetings).

Voting.—Voting at meetings of the Committee shall be by show of hands. If there are more members present on one side than on the other, the extra members shall not vote. Each member shall have one vote, and the majority shall decide.

IRON AND STEEL MANUFACTURE.

THE JOINT COMMITTEE OF THE WEST CUMBERLAND IRON MASTERS' ASSOCIATION AND THE CUMBERLAND DIVISION OF THE NATIONAL FEDERATION OF BLASTFURNACEMEN.

[The rules of the Joint Committee have been extracted from the Sliding Scale Agreement of 23rd April, 1903.]

Functions of Committee.

Object.—The Joint Committee shall settle, if possible, all questions relating to wages, or matters of dispute arising at any work or works; and their decision shall in all cases be considered final and binding on both parties.

Local Effort in First Instances.—No question shall be brought before the Joint Committee until an effort has been made to settle such question locally by the Manager and Workmen's Delegate, or Workmen's Agent if necessary, and any arrangement so made to be reported to the Joint Committee, nevertheless no change in wages shall be considered by any but the Joint Committee, unless carried to arbitration.

Constitution.

Representation.—The Joint Committee of the West Cumberland Iron Masters' Association and the Cumberland Division of the National Federation of Blastfurnacemen shall consist of an equal number of representatives from each side. The Chairman and Vice-Chairman to be elected annually; the first Chairman to be Mr. J. S. RANGLES, and the first Vice-Chairman Mr. P. WALLS. Each side to pay its equal share of Meeting Room, Joint Printing, &c.

Procedure.

Notice of Question.—When any question is to be considered by the Joint Committee the party raising such question must give seven days' notice to the opposite party prior to the date at which it is to be considered. (In a case of special urgency a question may be brought forward by the Chairman and the two Secretaries for consideration without the usual notice.)

Quorum.—If less than half of the works, having for the time being furnaces in blast, be represented at a meeting, no business shall be transacted.

Voting and Reference to Arbitration.—The Chairman shall have no casting vote. In case of an equal number of votes being cast on each side on any question, it shall be referred to two arbitrators, one to be chosen by each side. These arbitrators to appoint an umpire if necessary, each side to pay its own arbitrator, and if an umpire is called upon each side to pay half of his expenses, but when the meeting is unequally composed of masters and men, and any subject arises which cannot be agreed upon, that matter shall be adjourned to a subsequent meeting of the full Committee.

Alterations in Working Conditions.—Should any dispute arise as to carrying out any of these arrangements, or as to the rates of wages at particular works, the question in difference shall be submitted to the decision of the Joint Committee, who, if they cannot agree, shall appoint arbitrators to settle the matter, but no alteration shall, during the currency of this Agreement, be made in the rates now prevailing at any of the works of the Iron-masters parties hereto, unless such alteration is sought on the ground of the working conditions or the working appliances having changed since the standard rates were fixed so as to affect the facilities for working, or such circumstances arise as were contemplated in Clause 2 of the settlement of 23rd March, 1898.

Penalties for Suspension of Work.—If any Manager or Foreman stop a workman or workmen from working without legal notice, and it is afterwards decided by the Joint Committee that he was not justified in doing so, the Employer shall make good the wages of such workman or workmen, provided the application by the workman or workmen is made to the Joint Committee within ten days after the dismissal, but it must be clearly understood that all workmen carry out the Foreman or Manager's instructions as to mode of working, so as to secure the best results from furnaces. Should any workman feel aggrieved by any different system adopted by the Managers, the Delegate or Agent to see the Manager, and failing a settlement, the matter to be referred to the Joint Committee as per rule.

If any workman or body of workmen represented on this Joint Committee throw down his or their tools or suddenly cease working without having given a proper legal notice, he or they shall be fined 5s. each, or be immediately discharged at the option of the Employer, and shall also be liable to prosecution. The National Federation of Blastfurnacemen undertakes not to give them any support whatever, but shall afford all such assistance as may be possible to secure the efficient carrying on of the works.

THE BOARD OF CONCILIATION FOR THE BLAST FURNACES IN THE NOTTINGHAM DISTRICT.

Functions of Board.

Object.—The Board shall determine, from time to time, the general rise or fall in rates of wages as from 1st April, 1906, at the following Blast Furnaces:—Alfreton Ironworks, Bestwood, Butterley, Denby, and Stanton, and such other Blast Furnaces as, with the consent of the Board, may desire to come within its jurisdiction.

Constitution.

Representation.—The Board shall consist of an equal number of Owners or Owners' Representatives and Workmen or Workmen's Representatives.

First Members, Vacancies, and Chairman.—The present members of the Board are and shall be: Chairman, Owners or Owners' Representatives, Workmen or Workmen's Representatives, of whom Mr. John Alfred Longden shall be President, and Mr. Will Thorne, Vice-President.

Whenever a vacancy has arisen, from any cause, on the Board, except in the office of Chairman, such vacancy shall be filled up within one month of its occurrence by the body which appointed the member whose seat has become vacant. Intimation of such appointment shall be at once sent to the Secretaries. If necessary, the Board shall endeavour to agree upon a Chairman, and if they fail to do so, shall ask the Speaker for the time being of the House of Commons to nominate one, and the person so nominated shall be forthwith elected as Chairman of the Board. In the event of the death, resignation, or removal of the first or any subsequent Chairman, the Board shall endeavour to agree upon his successor, and if they fail to do so, shall ask the Speaker for the time being of the House of Commons to nominate him, and the person so nominated shall be forthwith elected as Chairman of the Board.

Short Reference.—The constituents of the Board, i.e., Owners or Owners' Representatives, and Workmen or Workmen's Representatives, are, for brevity, herein referred to as the "Parties."

Secretaries.—The parties shall each respectively elect a Secretary to represent them in the transaction of the business of the Board, and each party shall give written notice thereof to the Secretary of the other party, and both such Secretaries shall remain in office until they shall resign or be withdrawn by the

parties electing them. The Secretaries shall attend all meetings of the Board, and are entitled to take part in the discussion, but they shall have no power to move or second any resolution, or to vote on any question before the Board.

Accountant.—A Chartered Accountant shall be mutually chosen by both parties, and he shall have access to the Pig Iron Sales Books of the Owners when an audit is required. An audit shall be made at the request of either party, but not more frequently than every three months, and it shall cover the sales for three months previous to the date of the request for the audit.

Duties of Officers.

Secretaries.—They shall conjointly convene all meetings of the Board. Proper minutes of the Board and the proceedings thereof shall be taken and transcribed or printed in duplicate books, and each book shall be signed by the Chairman, President, or Vice-President, or other person, as the case may be, who shall preside at the meeting at which such minutes are read and confirmed. One copy of such minutes shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for the respective parties and conjointly for the Board.

The Secretaries shall, on the written application of either of the parties made by the Chairman and Secretary of either party for an alteration in the rate of wages, or an alteration of these rules, or for any of the objects mentioned in Clause 4 (*i.e.*, First Members), call a meeting of the Board within twenty-one days, at such time and place as may be agreed upon by the Secretaries. The application for the meeting shall state clearly the object of the meeting.

President and Vice-President.—The President, or in his absence, the Vice-President, shall preside at all the meetings at which the Chairman is not present as herein provided. In the absence of both President and Vice-President, a member of the Board shall be elected by the majority to preside at that meeting. The President or Vice-President, or other person presiding, shall vote as a Representative, but shall not have any casting vote. When the Chairman is present he shall preside and have a casting vote.

Procedure.

Meetings.—Meetings of the Board shall be held in Nottingham, on or about (as may be determined by the Board) the last Thursday in April and the last Thursday in October in each year, and at such other times as may be necessary under the provisions of Clause 11 (*i.e.*, Secretaries—Clause 2) of these rules; but no alteration of these rules or any of the objects mentioned in Clause 4 (*i.e.*, First Members) hereof shall be considered at any meeting without previous written notice.

Submission of Disputes.—All questions shall, in the first instance, be submitted to and considered by the Board, it being the desire and intention of the parties to settle any difficulties or differences which may arise by friendly conference if possible. If the parties on the Board cannot agree, the meeting shall be adjourned for a period not exceeding twenty-one days, and the matter in dispute shall be further discussed by the constituents of the two parties, and the Chairman shall be summoned by the Secretaries to the adjourned meeting, when the matter shall be again discussed, and in default of an agreement by the parties on the Board, the Chairman shall either give his casting vote on such matter at that meeting, or subsequently communicate the same to the Secretaries, which shall be final and binding, or if he think fit may refer back to the Board any question submitted to him, with or without any expression of his opinion upon it, for further consideration. In that event the Board shall meet within seven days thereafter, and at such meeting either of the parties may submit the same or an amended proposal, and if the parties cannot agree, the matter in dispute shall be again submitted to the Chairman at an adjourned meeting of the Board to be called by the Secretaries within fourteen days thereafter. At such adjourned meeting the Chairman shall either give his casting vote, which shall be final and binding, or he may again, and from time to time, refer back to the Board any question submitted to him in manner aforesaid. As often as any question shall be so referred back, the provisions of this clause shall apply.

Evidence.—All questions submitted to the Board shall be stated in writing, and may be supported by such verbal, documentary, or other evidence and explanation as the parties may desire, subject to the approval of the Board.

Voting.—All votes shall be taken at meetings of the Board by show of hands. When at any meeting of the Board the parties entitled to vote are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them; but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in access to be by lot, unless otherwise arranged.

Finance.

Expenses.—Each party shall pay and defray the expenses of its own representatives and Secretary, but the costs and expenses of the Chairman, Stationery, Books, Printing, hire of rooms for meeting, shall be borne by the respective parties in equal shares.

Other.

Selling Price and Rate of Wages.—The Board agrees that two-and-a-half per cent. advance or reduction in wages shall be the equivalent for each two shillings increase or decrease in the ascertained average selling price of Pig Iron.

THE BOARD OF CONCILIATION FOR THE REGULATION OF WAGES IN THE PIG-IRON TRADE OF SCOTLAND.

Function of Board.

Object.—The Board shall have for its object the regulation of furnacemen's wages. Furnacemen's wages shall, until 1st August, 1901, be regulated in terms of schedule hereto annexed.

Constitution.

Representation.—The Board shall consist of a representative of the owners and a representative of the furnacemen from each of the pig-iron works in Scotland. The same person may act as representative for more than one work. The furnacemen's representative at each work shall be elected during the last week of May in each year from among their own number by the furnacemen who contribute to the Board, in terms of Rule 16 (*i.e.*, Finance—Provision of Funds), and he shall hold office for one year from the 1st day of June next ensuing, but shall cease to be qualified if he terminates his connection with the works. Each furnacemen's representative shall be paid £7 10s. per annum, by way of salary, for the time occupied by him in attending to Board matters, which salary shall cover all remuneration to which he is entitled, with the exception of railway fares and the fees for attending general meetings of the Board.

Short Reference.—The constituents of the Board, *i.e.*, the owners or owners' representatives and furnacemen or furnacemen's representatives, are, for brevity, herein referred to as "the parties."

Chairman and Vice-Chairman.—The Chairman and Vice-Chairman shall be elected by the representatives to the Board at the first meeting, the one being an owners' representative and the other a furnacemen's representative.

Election of Officers.—The parties shall each elect a Secretary to represent them in the transaction of the business of the Board, also a Treasurer and an Auditor; and each party shall give written notice thereof to the Secretary of the other party, and such Secretaries, Treasurers, and Auditors shall remain in office until they shall resign or be withdrawn by the parties electing them. The Secretaries shall attend all meetings of the Board,

and shall be entitled to take part in the discussions, but they shall have no power to move or second any resolution, or to vote on any question before the Board, unless they are duly elected members of the Board. The same party may be appointed Secretary and Treasurer. The Board shall fix the remuneration of the Secretaries, Treasurers, and Auditors.

Duties of Officers.

Secretaries.—The Secretaries shall conjointly convene all meetings of the Board and take minutes of the proceedings, which shall be entered in duplicate books, and each of these books shall be signed by the Chairman, Vice-Chairman, or other person, as the case may be, who shall preside at the meeting at which such minutes are read and confirmed. One of such minute books shall be kept by each of the Secretaries.

The Secretaries, on the written application of the Chairman or Vice-Chairman and the Secretary of either party, for an alteration in the rate of wages, for considering any question falling to be brought before the Board in terms of Rule 18, (*i.e.*, Procedure—As to Non-union Men), or for an alteration of these rules, shall call a meeting of the Board within fourteen days, at such time and place as may be agreed upon. The application for the meeting shall state clearly the object of the meeting.

Chairman.—The Chairman, or, in his absence, the Vice-Chairman, shall preside at all the meetings of the Board. In the absence of both Chairman and Vice-Chairman, a member of the Board shall be elected by the majority to preside at that meeting. The Chairman or Vice-Chairman, or other person presiding, shall vote as a representative, but shall not have any casting vote.

Procedure.

Meetings.—The meetings of the Board shall be held in Glasgow or such other place as the Board shall from time to time determine.

Submission of Disputes.—All questions as to general advances or general reductions in the rate of wages, and any question arising under Rule 18 (*i.e.*, As to Non-union Men), shall, in the first instance, be submitted to and considered by the Board, it being the desire and intention of the parties to settle any such general advances or general reductions and such questions by friendly conference if possible. If the parties cannot agree, then the meeting shall be adjourned for a period not exceeding fourteen days, to allow the matter to be discussed by the constituents of the two parties. In the event of a disagreement at the second meeting a neutral Chairman may be

called in to settle the matter, but only if both parties agree to that course. If it is agreed to call in a neutral Chairman, he shall be nominated at the second meeting, or an adjournment thereof, and a third meeting of parties shall be held not later than fourteen days thereafter. The decision of the neutral Chairman shall be final and binding on both parties.

Evidence.—All questions submitted to the Board under Rule 11 (*i.e.*, Submission of Disputes), shall be stated in writing, and may be supported by such verbal, documentary, or other evidence and explanation as either party may submit, subject to the approval of the Board.

Voting.—All votes shall be taken at the meetings of the Board by show of hands. Each representative on the Board shall have one vote for each work which he represents. If at any meeting of the Board the representative of one of the parties for any work shall be absent, the other party's representative for such work shall have a right to take part in the discussion, but he shall not be entitled to vote.

As to Non-union Men.—The owners will employ union and non-union men impartially, and no union member or official shall use threats or violence to influence any other workman to join the union, who has conscientious objections against doing so. Every union workman who elects to work in any ironwork shall, on giving the usual notice, be free to leave the employment, but while he remains in the employment he shall work in harmony with the non-union men. In the event of friction arising between workmen from any cause, the parties reserve freedom of action, but before any collective action is taken on the part of workmen to leave the employment the matter shall be brought before the Board, in terms of Rule 11 (*i.e.*, Submission of Disputes), and an attempt made to have it adjusted.

Finance.

Expenses.—All expenses incurred by the Board, including the remuneration of the Secretaries, Treasurers, and Auditors, as the same shall be fixed by the Board, shall be defrayed out of a fund contributed by the owners and furnacemen as provided by Rule 16 (*i.e.*, Finance—Provision of Funds).

Allowances to Representatives.—Each furnacemen's representative shall receive out of the funds of the Board the sum of 10s. for each day occupied in attending meetings of the Board, or of any Committee appointed by the Board, and in addition return railway fare from the place where the work which he represents is situated to the place of meeting. When the representative is engaged on the night shift following the day on which the meeting is held, he shall receive the further sum of 10s. A sum equal to that which is paid to the furnace-

men's representatives for attending each meeting (railway fares excepted) shall concurrently be credited to the owners collectively.

Provision of Funds.—To provide a fund to meet the expenses of the Board, the sum of one penny per fortnight shall be paid by all keepers, assistants, fillers, chargers, pig lifters, gas men, ammonia works men, furnace labourers, and others directly employed about the blast furnaces. The said contributions shall be collected by the owners at each work, and shall be paid by them into an account to be opened with the Clydesdale Bank, Limited, Glasgow. The owners of each work shall concurrently pay into said account an amount equal to the total contributions of the furnacemen at each work. When the funds in bank amount to £300, the contributions thereto may be suspended to be resumed when the funds fall below £150.

Bankers—Accounts—Audit.—The Bank Account shall be kept in the name of the Treasurers, and all accounts shall be paid by cheque signed by them. Proper books of account shall be kept by the Secretaries, which shall be examined and certified by the Auditors at the end of each year.

SCHEDULE.

The present rate of furnacemen's wages shall be increased by 5 per cent. on the basis rates as from 1st May, 1900, and the wage so fixed shall remain in force until 1st August, 1900.

Thereafter, and until 1st August, 1901, wages shall be regulated by the average selling price of Scotch pig-iron warrants in the Glasgow market, and shall rise or fall 5 per cent. on the basis rates for every 4s. 6d. of rise or fall in the price of pig-iron as above, the wage fixed in article No. 1 hereof being understood to be the wage applicable to a selling price of Scotch pig-iron warrants over 75s. 8d., and not over 80s. 2d. per ton, but in no case shall the wages so to be fixed fall below a point 15 per cent. over the basis rates ruling at 1st January, 1899, nor rise above a point 10 per cent. on basis rates over the wage fixed in Article No. 1 hereof, and the labouring wage shall not fall below 3s. per shift for efficient furnacemen.

The average selling price of Scotch pig-iron warrants shall be ascertained by two accountants chosen one by either party, or by one accountant chosen mutually, and shall be struck every three months, the ascertained price for each three months to regulate the wages for the succeeding three months. The daily average shall be the mean of the highest and the lowest price paid for the day, and the three months' average shall be the average of the total daily averages for the three months.

On 23rd January, 1907, the following Amended Wages Scale was adopted by the Board:—

1. The Wages Scale shall be as follows and shall regulate wages as from 1st February, 1907, viz.:—

When the average price of Scotch Pig Iron Warrants in the Glasgow market is			Wages shall be		
over 48/8 and not over 50/11 ...			15 per cent. above the basis rates and is the minimum Wage, although Pig Iron should fall to a lower price.		
" 50/11	"	53/2 ...	17½	"	above the basis rates.
" 53/2	"	55/5 ...	20	"	" "
" 55/5	"	57/8 ...	22½	"	" "
" 57/8	"	59/11 ...	25	"	" "
" 59/11	"	62/2 ...	27½	"	" "
" 62/2	"	64/5 ...	30	"	" "
" 64/5	"	66/8 ...	32½	"	" "
" 66/8	"	68/11 ...	35	"	" "
" 68/11	"	71/2 ...	37½	"	" "
" 71/2	"	73/5 ...	40	"	" "
" 73/5	"	75/8 ...	42½	"	" "
" 75/8	"	77/11 ...	45	"	" "
" 77/11	"	80/2 ...	47½	"	" "
" 80/2	"	82/5 ...	50	"	" "
" 82/5	"	84/8 ...	52½	"	" "
" 84/8	"		55	"	" "

And is the Maximum Wage,
although Pig-Iron should
rise to a higher price.

And is the Maximum Wage,
although Pig-Iron should
rise to a higher price.

II. It shall be an instruction to the Accountants, in ascertaining the average price of Scotch Pig Iron Warrants from and after 1st November, 1906 (in terms of Article 3 of the Agreement of 13th April, 1900), that they shall take (in conjunction with the cash prices as already provided for) the settlement price of Scotch Pig-iron Warrants in the Glasgow Market on each Iron Market day on which there has been no cash transaction in Scotch Pig-iron Warrants, and that they shall ascertain the three months' average price from the daily prices so determined.

III. So far as not altered by the foregoing clauses the present agreement between the parties shall continue binding, including the provisions as to minimum and maximum wages, duration and notice of termination of agreement, &c.

THE BOARD OF CONCILIATION AND ARBITRATION FOR THE MANUFACTURED IRON AND STEEL TRADE OF THE NORTH OF ENGLAND.

RULES OF BOARD.

Functions of Board.

Object.—The object of the Board shall be to arbitrate on wages or any other matters affecting the respective interests of the Employers or Operatives, and by conciliatory means to interpose its influence to prevent disputes and put an end to any that may arise.

Constitution.

Representation.—The Board shall consist of one Employer and one Operative Representative from each Works joining the Board. Where two or more Works belong to the same proprietors, each Works may claim to be represented at the Board, but in all such cases where Iron and Steel is worked, it is recommended that one Representative shall represent iron and one steel; such arrangements shall, however, be optional on the part of the firm and workmen jointly.

Employers' Representatives.—The Employers shall be entitled to send one duly accredited Representative from each Works, to each Meeting of the Board.

Operative Representatives.—The Operatives of each Works shall elect a Representative by ballot at a Meeting held for the purpose, on such day or days as the Standing Committee hereafter mentioned may fix, in the month of December in each year, the name of such Representative, and of the Works he represents, being given to the Secretaries, on or before the 1st January, next ensuing. (*Bye-Law*).—The Secretaries shall, in the month of November in each year, issue a notice to each Works connected with the Board, requesting the election of Representatives in the month of December, and shall supply the requisite forms.

Interim Elections.—If any Operative Representative die, or resign, or cease to be qualified by terminating his connection with the Works he represents, a successor shall be chosen within one month, in the same manner as is provided in the case of Annual Elections.

Period of Membership.—The Operative Representatives so chosen shall continue in office for the calendar year immediately following their election, and shall be eligible for re-election.

Disqualification.—In case of the total stoppage of any Works connected with the Board, both Employer and Operative Representatives, shall, at the end of one month from the date of such stoppage, cease to be Members of the Board, and of any Committee on which they may have been elected. Any vacancies so resulting from this or any other cause, shall be filled up by the Committee affected.

Should it be proved to the satisfaction of the Standing Committee that any Member of the Board has used his influence in endeavouring to prevent the decisions of the Board or Standing Committee from being carried out, he shall forthwith cease to be a Representative, and shall be liable to forfeit any fees which might otherwise be due to him from the Board.

New Members.—If the Employers and Operatives at any Works not connected with the Board should desire to join the same, such desire shall be notified to the Secretaries, and by them to the Standing Committee, who shall have power to admit them to membership on being satisfied that these Rules have been, or are about to be, complied with.

Election.—At a Meeting of the Board to be held in January in each year, it shall elect a Referee, a President, and Vice-President, two Secretaries, two Auditors, and two Treasurers, who shall continue in office till the corresponding Meeting of the following year, but shall be eligible for re-election. The President and Vice-President shall be *ex-officio* Members of all Committees, but shall have no power to vote.

Duties of Officers.

President.—The President shall preside over all Meetings of the Board, and of the Standing Committee, except in cases that require the Referee. In the absence of the President, a temporary Chairman, without a casting vote, shall be elected by the Meeting.

Secretaries.—The Board shall meet for the transaction of business twice a year, in January and July, but by order of the Standing Committee the Secretaries shall convene a Meeting of the Board at any time. The circular calling such Meeting shall express, in general terms, the nature of the business for consideration.

Procedure.

Election of Standing Committee.—At the Meeting of the Board to be held in January, a Standing Committee shall be appointed as follows :—The Employers shall nominate ten of their number, exclusive of the President (not more than five of whom shall be

entitled to vote or take part in any discussion at any Meeting of the Committee), and the Operatives five of their number, exclusive of the Vice-President.

Vacancies on Standing Committee (Bye-Law).—The Standing Committee shall have power to fill up all vacancies that may arise during the half-year.

Meetings of Standing Committee.—The Standing Committee shall meet for the transaction of business prior to the Half-yearly Meetings, and in addition as often as business requires. The time and place of Meeting shall be arranged by the Secretaries, in default of any special direction.

Submission of Cases.—All questions requiring investigation shall be submitted to the Standing Committee or to the Board as the case may be, in writing, and shall be supplemented by such verbal evidence or explanation as they may think needful. *(Bye-Law).*—An official form shall be supplied to each Representative, on which complaints can be entered. Either Secretary receiving a complaint shall be required to forward a copy of the same to the other Secretary, and the complaint shall be considered as officially before the Board from the date of such notice.

Reference to Standing Committee.—All questions shall, in the first instance, be referred to the Standing Committee, who shall investigate and have power to settle all matters so referred to it, except a general rise or fall of wages, or the selection of an Arbitrator to be empowered to fix the same. Before any question be considered by the Standing Committee, an agreement of submission shall be signed by the Employer and Operative Delegate of the Works affected, and be given to the Committee. In case of the Standing Committee failing to agree, the question in dispute shall be submitted to the Referee, who shall be requested to decide the same, but in all such cases witnesses from all the Works affected may be summoned to attend and give evidence in support of their case. *(Bye-Law).*—When a case for consideration by the Standing Committee is a question between a contractor and his men, the agreement of submission shall, before being sent to the Secretaries, be submitted to the employer's representative for the works.

Notice Required.—No subject shall be brought forward at any Meeting of the Standing Committee or of the Board unless notice thereof be given to the Secretaries seven clear days before the Meeting at which it is to be introduced. *(Bye-Law).*—This Rule to be interpreted to mean that no case in which the Standing Committee are called upon to deal finally with a complaint from any Member of the Board, shall be taken up without seven days' notice has been received; but this is not to apply to routine business, or to complaints the investigation of which may be considered necessary by the Committee.

Voting.—All Votes shall be taken at the Board and Standing Committee by show of hands, unless any Member calls for a ballot. If, at any Meeting of the Board, the Employer Representative or the Operative Representative of any Works be absent, the other Representative of such Works shall not, under the circumstances, be entitled to vote.

General Wages Questions.—When the question is a general rise or fall of Wages, a Board Meeting shall be held, at which the Referee may be invited to preside, and in case no agreement be arrived at, a single Arbitrator shall be appointed, and his decision at or after a special arbitration, held for the purpose, shall be final and binding on all parties. The Referee may by special vote of a majority of the Board be appointed Arbitrator.

Decisions Binding.—Each Representative shall be deemed fully authorised to act for the Works which has elected him, and the decision of a majority of the Board, or in case of equality of votes, of its Referee, shall be binding upon the Employers and Operatives of all Works connected with the Board.

Revision of Rules.

Alterations or Additions.—No alteration or addition shall be made to these Rules, except at the Meeting of the Board held in January in each year, and unless notice in writing of the proposed alteration be given to the Secretaries at least one calendar month before such Meeting. The notice convening the Annual Meeting shall state fully the nature of any alteration that may be proposed.

Bye-Laws.—The Standing Committee shall have power to make from time to time, such Bye-Laws as they may consider necessary, provided the same are not inconsistent with, or at variance with these Rules.

Finance.

Payment of Expenses.—Any expense incurred by the Board shall be borne equally by the Employers and Operatives, and it shall be the duty of the Standing Committee to establish the most convenient arrangements for collecting what may be needed to meet such expenses. The banking account of the Board shall be kept in the name of the Treasurers, and all accounts shall be paid by cheque signed by them.

Collection of Funds (Bye-Law).—The sum of 1d. per head per fortnight shall be deducted from the wages of each Operative earning 2s. 6d. per day and upwards. Each firm shall pay an amount corresponding to the total sum deducted from the workmen. The contributions shall be forwarded on official forms,

to be supplied by the Secretaries, to the Bankers (the National Provincial Bank of England, Limited), within one week from the pay when the money is deducted from the Operatives.

Allowance for Attending Meetings.—The sum of Twenty Shillings for each Member of the Board or Standing Committee shall be allowed for each Meeting of the Board or Standing Committee. This sum shall be divided equally between the Employers and Operatives, and shall be distributed by each side in proportion to the attendance of each Member. In addition, each Member shall be allowed travelling expenses at the rate of Three-half-pence per mile. (*Bye-Law*).—If any Member be compelled in the service of the Board to attend Meetings on two or more days consecutively, the sum of 3s. 6d. each shall be allowed per night. This is not to apply to any Members living in the place where the Meeting is held.

Allowance for Time Spent in Service of Board.—The Operative Representative shall be paid for time lost in attending to grievances at the Works to which he belongs, at the rate of 10s. for each shift actually and necessarily lost. Should he, however, lose more time than reasonably necessary in the opinion of the Manager, the latter shall fill up the certificate only for such amount as he considers due before signing it. Whatever sum or sums in this or any other way be paid to Operative Representatives in excess of what is paid to Employer Representatives, railway fares alone excepted, one half of such excess shall concurrently be credited to the Employers collectively. An account of attendances, and fees paid to each Representative shall be kept, and the Secretaries shall call the attention of the Standing Committee to any case where the cost of adjusting disputes at any Works exceeds in their opinion a proper amount in proportion to the number of Operatives employed.

INSTRUCTIONS.

First Steps in Case of Grievance.—If any subscriber to the Board desire to have its assistance in redressing any grievance, he must explain the matter to the Operative Representative of the Works at which he is employed. Before doing so he must, however, have done his best to get his grievance righted by seeing his foreman or the manager himself.

First Duty of Operatives' Representative.—The Operative Representative must question the Complainant about the matter, and discourage complaints which do not appear to be well founded. Before taking action, he must ascertain that the previous instruction has been complied with.

Reference to Head of the Works.—If there seem good grounds for complaint, the Complainant and the Operative Representative must take a suitable opportunity of laying the matter before the Foreman, or Works Manager, or Head of the concern (according to what may be the custom of the particular works). Except in case of emergency these complaints shall be made only upon one day in each week, the said day and time being fixed by the Manager of the Works.

Statement of Grievance.—The complaint should be stated in a way that implies an expectation that it will be fairly and fully considered, and that what is right will be done. In most cases this will lead to a settlement without the matter having to go further.

Reference to Standing Committee.—If, however, an agreement cannot be come to, a statement of the points in difference shall drawn out, signed by the Employer Representative and the Operative Representative, and forwarded to the Secretaries of the Board, with a request that the Standing Committee will consider the matter. An official form, on which complaints may be stated, can be obtained from the Secretaries.

Meeting of Standing Committee.—It will be the duty of the Standing Committee to meet for this purpose as soon after the expiration of seven days from receipt of the notice as can be arranged, but not later than the first Thursday in each month.

Delays.—It is not, however, always possible to avoid some delay, and the Complainant must not suppose that he will necessarily lose anything by having to wait, as any recommendation of the Standing Committee or any decision of the Board may be made to date back to the time of the complaint being sent in.

No Suspension of Work.—Above all, the Board would impress upon its subscribers *that there must be no strike or suspension of work*. The main object of the Board is to prevent anything of this sort; and if any strike or suspension of work take place, the Board will refuse to enquire into the matter in dispute till work is resumed, and the fact of its having been interrupted will be taken into account in considering the question.

Notice of Alterations.—It is recommended that any changes in modes of working requiring alterations in the hours of labour, or a revision of the scale of payments, should be made matters of notice, and as far as possible, of arrangement beforehand, so as to avoid needless subsequent disputes as to what ought to be paid.

MIDLAND IRON AND STEEL WAGES BOARD.

RULES OF BOARD.

Functions of Board.

Object.—The objects of the Board shall be to discuss, and, if necessary, to arbitrate on wages or any other matter affecting the respective interests of the employers or operatives, and by conciliatory means to interpose its influence to prevent disputes and put an end to any that may arise.

Constitution.

Representation.—The Board shall consist of one employer and one operative representative from each works joining the Board—including the works attached to the Welsh Committee. Where two or more works belong to the same proprietors, each works may claim to be represented on the Board.

Employers' Representatives.—The employers shall be entitled to send one duly accredited representative from each works to each meeting of the Board.

Workpeople's Representatives.—The operatives of each works shall elect a representative by ballot, at a meeting to be held for the purpose, on such a day or days as the Standing Committee may fix, in the month of December in each year, the name of such representative, and of the works he represents, being given in to the Secretaries, on or before the 1st January next ensuing.

The Secretaries shall, in the month of November in each year, issue a notice to each works connected with the Board, requesting the election of representatives in the month of December, and shall supply the requisite forms.

Vacancies.—If any operative representative die, or resign, or cease to be qualified by terminating his connection with the works he represents, a successor shall be chosen within one month, in the same manner as is provided in the case of annual elections.

The operatives' representatives so chosen shall continue in office for the calendar year immediately following their election, and shall be eligible for re-election.

Disqualification.—Should it be proved to the satisfaction of the Standing Committee that any Member of the Board has used his influence in endeavouring to prevent the decisions of

the Board or Standing Committee from being carried out, he shall forthwith cease to be a representative, and shall be liable to forfeit any fees which might otherwise be due to him from the Board.

New Admissions.—If the employers and operatives at any works not connected with the Board should desire to join the same, such desire shall be notified to the Secretaries, and by them to the Standing Committee, who shall have power to admit them to membership on being satisfied that these rules have been or are about to be complied with.

President.—The President shall be a person of position not connected with the Iron Trade, chosen by the Board, whose duty it shall be to attend at Special Meetings, upon being requested by the Board to do so. He shall take no part in the discussions, beyond asking for an explanation for the guidance of his own judgment, and if no settlement can be made, he shall give his adjudication.

Chairman, &c.—The Chairman shall be appointed by the employers' section from among their body. The Vice-Chairman shall be appointed by the operatives' section from among their body. A Secretary shall be appointed by the employers, and a Secretary shall be appointed by the operatives; and a Treasurer and a Professional Auditor shall be appointed by the Board. Either of the Secretaries, the Treasurer, or the Auditor may be dismissed by a resolution of the respective bodies appointing them, subject to three months' notice.

Duties of Officers.

Secretaries.—The Board shall meet for the transaction of business in February of each year; but, by order of the Standing Committee, the Secretaries shall convene a Meeting of the Board at any time. The circular calling such Meeting shall express, in general terms, the nature of the business for consideration.

Chairman.—The Chairman shall preside over all Meetings of the Board, and of the Standing Committee, except in cases that require the President. In the absence of the Chairman, a temporary Chairman shall be elected by the Meeting.

Procedure.

Appointment of Standing Committee.—At the Annual Meeting of the Board, a Standing Committee shall be appointed as follows:—The employers shall nominate 13 of their number, exclusive of the Chairman, and the operatives 13 of their number, exclusive of the Vice-Chairman; of these, one employer and one operative shall be nominated by the members of the Welsh Committee,

If at a Meeting of the Board or Standing Committee any employers' representative, or any operatives' representative, be absent, the employers' Secretary, or the operatives' Secretary, shall vote for such absent member or members as the case may be.

The Standing Committee shall have power to fill up all vacancies in their own Committee that may arise during the year.

Meetings of Standing Committee.—The Standing Committee shall meet for the transaction of business prior to the yearly meeting, and in addition as often as business requires. The time and place of meeting shall be arranged by the Secretaries in default of any special direction.

Submission of Cases.—All questions requiring investigation shall be submitted to the Standing Committee in writing, and shall be supplemented by such verbal evidence or explanation as they may think needful. The complaint shall be considered as officially before the Board from the date of receiving the case.

Reference to Standing Committee.—Failing agreement between the employers' and operatives' representatives according to the instructions, all questions shall be referred to the Standing Committee, who shall investigate and have power to settle all matters so referred to it, except the selection of a President, which shall be referred to a special meeting of the full Board.

In case the Standing Committee fails to agree, the question in dispute shall be submitted to the President, whose decision shall be binding on both parties, but in all cases witnesses from the works affected may be summoned to attend and give evidence before the President in support of their case.

General Wages Questions.—When the question is one of a general rise or fall of wages, a Meeting of the Standing Committee shall be held, who may call the whole Board together if necessary, and in case no agreement can be arrived at, it shall be referred to the President, whose decision shall be final and binding on all parties.

Notice of Discussion required.—No case which the Standing Committee is called upon to deal with, or subject of dispute, shall be brought forward at any Meeting unless notice thereof has been given to the Secretaries seven clear days before such Meeting, but this is not to apply to routine business or to matters the investigation of which may be considered necessary by the Standing Committee.

Voting.—All votes shall be taken at the Board and Standing Committee by show of hands, unless any member calls for a ballot.

Decisions binding.—Each representative shall be deemed fully authorized to act for the works which he represents, and the decision of a majority of the Board—or in case of equality of votes, of its Chairman—shall be binding upon the employers and operatives of all works connected with the Board.

No Suspension of Work.—No suspension of work shall take place pending the decision of the Board or the President. Neither shall employers or operatives refuse to submit any case of dispute to the Board (in accordance with the Rules, Instructions and Resolutions of the Board) upon which either party may be desirous of the Board's ruling.

Revision of Rules.

Alterations.—No alteration or addition shall be made to these rules except at the Meeting of the Board to be held in February in each year, and unless notice in writing of the proposed alteration be given to the Secretaries at least one calendar month before such Meeting. The notice convening the Annual Meeting shall state fully the nature of any alteration that may be proposed.

Bye-Laws.—The Standing Committee shall have power to make from time to time such Bye-Laws as they may consider necessary, provided the same are not inconsistent with or at variance with these Rules.

Finance.

Contributions.—The expenses incurred by the Board shall be borne equally by the employers and operatives, and it shall be the duty of the Standing Committee to establish the most convenient arrangements for collecting what may be needed to meet such expenses.

The employers' contribution shall be a sum equal to the aggregate sum paid by the operatives at each of the works.

The Standing Committee may vary the rate of contribution from time to time if needful.

The Banking Account of the Board shall be kept in the name of the Treasurer, and all Accounts shall be paid by cheque signed by him.

Payment for Attendance and Travelling.—The sum of ten shillings shall be paid to each Member of the Board, both employers and operatives, for each day's attendance, and second-class railway fare both ways.

Payment to Operatives for Time Lost.—The operatives' representative shall be paid for time necessarily lost in attending to difficulties at the works to which he belongs, upon a certificate signed by the Vice-Chairman and the operatives' Secretary, at the rate of ten shillings for each shift so lost.

INSTRUCTIONS.

First action of Operative.—If any subscriber to the Board desires to have its assistance in redressing any grievance, he must explain the matter to the operatives' representative of the works at which he is employed. Before doing so he must, however, have done his best to get his grievance righted by seeing his foreman, or the manager, himself.

First action of Operatives' Representative.—The operatives' representative must question the complainant about the matter, and discourage complaints which do not appear to be well founded. Before taking action, he must ascertain that the previous instruction has been complied with.

Laying Grievance before Head of Works.—If there seem to be good grounds for complaint, the complainant and the operatives' representative must take a suitable opportunity of laying the matter before the foreman or works manager, or head of the concern (according to what may be the custom of the particular works). Except in case of emergency, these complaints shall be made only upon one day in each week, the said day and time being fixed by the manager of the works.

Statement of Complaint.—The complaint should be stated in a way that implies an expectation that it will be fairly and fully considered, and that what is right will be done. In most cases this will lead to a settlement without the matter having to go further.

Reference to Standing Committee.—If a settlement under Instructions (1, 2, 3, 4) cannot be concluded, the works representatives and the disputants shall meet the Management to discuss the question in dispute, and endeavour to arrive at a decision. Failing this, the matter shall be brought before the Standing Committee, as per Rule 16 (*i.e.*, Procedure—Reference to Standing Committee).

If, however, an agreement cannot be come to, a statement of the points in difference shall be drawn out signed by the employer's representative and the operatives' representative, and forwarded to the Secretaries of the Board with a request that the Standing Committee will consider the matter. An official form, on which complaints may be stated, can be obtained from the Secretaries.

Meeting of Standing Committee.—It will be the duty of the standing Committee to meet for this purpose as soon after the expiration of seven days from receipt of the notice as can be arranged, but not later than the first Thursday in each month.

Delays in settling.—It is not, however, always possible to avoid some delay, and the complainant must not suppose that he will necessarily lose anything by having to wait, as any recommendation of the Standing Committee, or any decision of the Board, may be made to date back to the time of the complaint being sent in.

No Suspension of Work.—Above all, the Board would impress upon its subscribers that there must be no strike or suspension of work. The main object of the Board is to prevent anything of this sort, and if any strike or suspension of work take place the Board will refuse to enquire into the matter in dispute till work is resumed; and the fact of its having been interrupted will be taken into account in considering the question.

Notice to be given.—It is recommended that any changes in the modes of working requiring alterations in the hours of labour or a revision of the scale of payments, shall be made a matter of notice and, as far as possible, of arrangement beforehand, so as to avoid needless subsequent disputes as to what ought to be paid.

Revision of Rates for Altered or New Conditions.—Having in view the altered conditions of rolling steel, the employers and operatives may negotiate basis rates of wages to be paid for rolling, heating, and finishing steel of all kinds. And where new conditions of work arise, and improvements are effected, the employers and operatives may arrange reasonable revision of rates, and failing agreement, the question shall be submitted to the Standing Committee, whose decision shall be binding.

SOUTH WALES IRON AND STEEL WAGES BOARD.

[*Extract from Sliding Scale Agreement, dated 1st September, 1895.*]

Constitution.

Constitution.—The said parties hereto are herein-after styled the Joint Committee, and the said Committee shall be kept on foot by Employers and Workmen.

Representation.—The number of representatives forming the Joint Committee shall not exceed ten representatives, exclusive of the two Secretaries, five Representatives to act on behalf of the Employers, and five on behalf of the Workmen; but, in addition to the before-stated five representatives of the Workmen, four other representatives may attend the meetings of the

Joint Committee on behalf of the Workmen, but shall have no voting power. In case of a representative ceasing to be employed at any of the above-named works, he shall no longer be a representative of the Joint Committee, and another representative shall be appointed from the works, where such vacancy has occurred.

Secretaries.—The joint Committee shall have two Secretaries, one appointed by the Employers, and the other by the Workmen.

Duration of Agreement.—This agreement and scale shall be in force for six months certain, from 1st of September, 1895, and either side may give notice to terminate the same in any complete six months after the 1st of March, 1896. Such notice to be given on the 1st of March, 1896, or the 1st of September, 1896, or on the first day of any succeeding March or September.

Procedure.

Reference of Disputes.—The Joint Committee shall decide upon questions arising out of an alleged infringement of this agreement, but no dispute shall be entertained or dealt with by the Joint Committee unless the Employers and Workmen have in each case endeavoured and failed to settle the same.

THE SCOTTISH MANUFACTURED IRON TRADE CONCILIATION AND ARBITRATION BOARD.

RULES OF BOARD.

Functions of Board.

Objects.—The objects of the Board shall be to discuss, and if necessary to arbitrate, on wages or any other matters affecting the respective interests of the employers or operatives, and by conciliatory means to interpose its influence to avert stoppages, prevent disputes, and put an end to any that may arise.

Constitution.

Representation.—The Board shall consist of one employer representative and one operative representative from each works joining the Board. Where two or more works belong to the same proprietors, each may claim to be represented at the Board.

Representatives.—The employers shall be entitled to send one duly accredited representative from each works to each meeting of the Board. The operatives of each works shall elect their representative to the Board, who must be a subscriber to the Board.

Election of Operatives' Representatives.—The Secretaries shall, in the month of November in each year, issue a notice to each works connected with the Board, requesting the election of a representative in the succeeding month of December. The employers will have the notices posted in their works, and will, if desired by the acting representative, appoint a person to assist at the election if more than one candidate be nominated. The notice will call a meeting of the operatives for such day or days in the month of December, and at such place or places as the Standing Committee hereinafter mentioned may appoint, when candidates shall be nominated. If only one person be nominated, he shall be considered to be duly elected. If more than one person be nominated, an election by ballot shall be held on an early convenient day, to be fixed by the acting representative and the operatives' secretary, the candidate receiving the largest number of votes to be declared duly elected. The acting representative shall on or before the first day of January next ensuing send to the Secretaries the name of the representative so chosen and of the works he represents. The Secretaries will supply all printed forms necessary for the election.

Term of Office.—The operative representative so chosen shall assume office at the next ensuing Annual Meeting of the Board, and shall retain office until the succeeding Annual Meeting. Both old and new representatives shall be present at each Annual Meeting, but only the old representatives shall vote on the adoption of the Annual Report and Accounts. This being done, they shall at once demit office, and be immediately succeeded by the new representatives. Representatives shall be eligible for re-election.

Interim Elections.—If any operative representative die, or resign, or cease to be qualified or terminate his connection with the works he represents, a successor shall be chosen within one month, in the same manner as is provided in the case of annual elections, and shall remain in office over the same period as would the representative in whose room he was elected.

Cessation of Membership.—In case of the total stoppage of any works connected with the Board, except from temporary causes, both employer and operative representative shall, at the end of one month from the date of such stoppage, cease to be members of the Board, and of any Committee on which they may have been elected. Any vacancies resulting from this or any other cause, shall be filled up by the Committee affected.

Disqualification.—Should it be proved to the satisfaction of the Standing Committee that any member of the Board has used his influence in endeavouring to prevent the decisions of the Board or Standing Committee from being carried out, he shall forthwith cease to be a representative, and shall be liable to forfeit any fees which might otherwise be due to him from the Board.

New Admissions.—If the employers and operatives at any works not connected with the Board desire to join the same, such desire shall be notified to the Secretaries, and by them to the Standing Committee, who shall have power to admit them to membership on being satisfied that these rules have been or will be complied with.

Election of Officers.—At the annual meeting the new members shall elect an Arbiter, a President, a Vice-President, two Treasurers, two Secretaries, and two Auditors, who shall continue in office till the corresponding meeting of the following year, but shall be eligible for re-election. All except the Arbiter and Secretaries shall be elected from the members of the Board. The Secretaries shall be appointed—one by the employers' representatives, and one by the operatives' representatives—and both shall be paid by the Board. Neither of the Secretaries shall be an employer or an employé of the trade. Any casual vacancies in the offices of Treasurers or Auditors which may occur during the year may be filled up by the Standing Committee; and any casual vacancy in the office of employers' or operatives' Secretary may be filled up by the representatives on the Standing Committee of the employers or of the operatives, as the case may be.

Powers of Officers.—The President and Vice-President shall be *ex-officio* members of all Committees, but without a casting vote. It shall be the duty of the President to preside over all meetings of the Board and of the Standing Committee, except in cases that require the Arbiter. In the absence of the President and Vice-President a temporary Chairman shall be elected by the meeting; but in no case, whoever presides, shall the Chairman have a casting vote. The Secretaries shall be appointed as paid officials of the Board without power to vote; they may, however, take part in all discussions.

Procedure.

Board Meetings.—The annual meeting of the Board attended by new and old members shall be held in January of each year, when the accounts for the previous year shall be submitted. By order of the Standing Committee, the Secretaries shall convene a meeting of the Board at any time, giving at least

seven days' notice. The circular calling such meeting shall state in general terms the nature of the business for consideration.

Standing Committee.—At the Annual Meeting of the Board a Standing Committee shall be appointed as follows:—The employers shall nominate twelve of their number (not more than one from each firm) exclusive of the President (not more than six of whom shall be entitled to vote or take part in any discussion at any meeting of the Committee) and the operatives six of their number, exclusive of the Vice-President. Six to form a quorum.

Standing Committee Meetings.—The Standing Committee shall meet as often as business requires. The time and place of meeting shall be arranged by the Secretaries, in default of any special direction by the Board or the President and Vice-President.

Mode of Reference.—All questions, including any not settled at the works, shall, in the first instance, be referred to the Standing Committee, who shall investigate and have power to settle all matters so referred to them (except a general rise or fall of wages, which shall be referred to a special meeting of the Board). In any case where the Standing Committee fails to agree, or its decision is not accepted by either party, the question in dispute shall be submitted to the Board, and, if not decided by the Board, it may then be submitted to the Arbiter, whose decision in all cases submitted to him shall be final and binding on all parties.

Voting.—All votes at the Board and Standing Committee shall be taken by show of hands. If at any meeting of the Board either the employer representative, or the operative representative, of any works be absent, the other representative of such works shall not be entitled to vote.

Procedure in Disputes.—Questions requiring investigation by the Standing Committee or the Board shall be submitted in writing through the Secretaries. Either Secretary receiving a complaint shall forward a copy of the same to the other Secretary, and the matter referred to shall be considered as officially before the Committee from that date. Before any question be considered, an agreement of submission shall be signed by the employer and operative representatives of the works affected, and given to the Secretaries, who shall bring the same before the Committee. Forms for these purposes shall be supplied by the Secretaries.

Witnesses.—The Committee or the Board, or the Secretaries in their discretion, may summon from the works affected, witnesses to give evidence in any case submitted to them. Such witnesses

to be paid by the Board such allowances and expenses as the Committee may direct.

Notice Required.—No case referred to the Standing Committee, nor any subject of dispute, shall be considered at any meeting unless notice thereof has been given to the Secretaries four clear lawful days before such meeting, but this is not to apply to routine business nor to matters the investigation of which may be considered necessary by the Standing Committee.

General Wages Questions.—When the question is a general rise or fall of wages, a Board Meeting shall be held, and in case no agreement can be arrived at, it shall be referred to the Arbitrator, and his decision shall be final and binding on all parties.

Decisions Binding.—Each representative shall be deemed fully authorised to act for the works which has elected him, and the decision of a majority of the Board shall be binding upon the employers and operatives of all works connected with the Board.

No Suspension of Work.—No suspension of work shall take place pending the consideration or settlement of any question in dispute.

Revision of Rules.

Alterations.—No alteration or addition shall be made to these Rules, except at the meeting of the Board held in January in each year, and unless notice in writing of the proposed alteration be given to the Secretaries at least one calendar month before such meeting. The notice convening the Annual Meeting shall state fully any alteration that may be proposed.

Bye-Laws.—The Standing Committee shall have power to make, from time to time, such Bye-Laws as they may consider necessary, provided the same are not inconsistent with or at variance with these Rules.

Finance.

Contributions.—The sum of one penny per head per fortnight (which sum may be altered if found necessary) shall be deducted from the wages of all Puddlers (Forehand, Levelhand, and Underhand), Bushellers, Scrap Furnacemen and assistants, Shinglers and assistants, Forge Rollers and assistants, Puddled Bar Bankmen, Cutters-Down, Heaters and assistants, Rollers and all assistants, Finished Bar Bankmen, Pig Iron Wheelers, and Tap or Cinder Wheelers, earning over three shillings per shift. Each firm shall pay an amount corresponding to the total sum deducted from the workmen. The contributions, along with the official forms to be supplied by the Secretaries, shall be

forwarded to the Bankers (the National Bank of Scotland, Limited, Glasgow), within one week from the pay when the money is deducted from the operatives. The Banking Account of the Board shall be kept in the name of the Treasurers, and all accounts shall be paid by cheque signed by them.

Expenses.—All expenses incurred by the Board shall be borne equally by the employers and operatives.

Fees and Allowances.—The sum of ten shillings shall be paid to each member attending a meeting of the Board, or of the Standing Committee. The sum of fifteen shillings shall be paid to each member attending a meeting of Sub-Committee. In addition, each member shall be allowed travelling expenses at the rate of three halfpence per mile, and when an operative member is engaged on the night shift following the day on which a meeting is held, he shall be allowed payment for a second shift.

The sum of £2 10s. per annum shall be paid to each employers' and operatives' representative, as in full compensation for all time lost by him attending to grievances at the works with which he is connected. In the case of any representative, who has held office during part of a year only, he shall receive a proportionate amount, corresponding to the time during which he has held office. In the case of any sums being in any way paid to operatives' representatives in excess of what is paid to employers' representatives (railway fares alone excepted) a sum equal to such excess shall concurrently be credited to the employers collectively.

INSTRUCTIONS.

First Step to Remedy Grievance.—If any subscriber to the Board desires to have its assistance in redressing any grievance, he must explain the matter to the operatives' representative of the works at which he is employed. Before doing so he must, however, have done his best to get his grievance righted by seeing his foreman, or the manager, himself.

Discouragement of Complaints not well Founded.—The operatives' representative must question the complainant about the matter, and discourage complaints which do not appear to be well founded. Before taking action, he must ascertain that the previous instruction has been complied with.

Discussion of Complaints.—If there seems to be good ground for complaint, the complainant and the operatives' representative must take a suitable opportunity of laying the matter before the foreman or works manager, or head of the concern (according to

what may be the custom of the particular works). Except in case of emergency, these complaints shall be made only upon one day in each week, the said day and time being fixed by the manager of the works.

Statement of Grievance.—The complaint should be stated in a way that implies an expectation that it will be fairly and fully considered, and that what is right will be done. In most cases this will lead to a settlement without the matter having to go further.

Reference to Standing Committee.—If, however, an agreement cannot be come to, a statement of the points of difference shall be drawn up and signed by the employers' representative and the operatives' representative, and forwarded to the Secretaries of the Board with a request that the Standing Committee will consider the matter. An official form, on which complaints may be stated, can be obtained from the Secretaries.

Meeting of Standing Committee.—It will be the duty of the Standing Committee to meet for this purpose as soon after the expiration of four days from receipt of the notice as can be arranged.

Delays.—It is not, however, always possible to avoid some delay, and the complainant must not suppose that he will necessarily lose anything by having to wait, as any recommendation of the Standing Committee, or any decision of the Board, may be made to date back to the time of the complaint being sent in.

No Suspension of Work.—Above all, the Board would impress upon its subscribers *that there must be no strike or suspension of work*. The main object of the Board is to prevent anything of this sort, and if any strike or suspension of work takes place the Board will refuse to enquire into the matter in dispute till work is resumed, and the fact of it having been interrupted will be taken into account in considering the question.

Notice.—It is recommended that any changes in the modes of working requiring alterations in the hours of labour, or a revision, of the scale of payments, shall be made matter of notice, so far as possible, and of mutual arrangement beforehand, so as to avoid needless subsequent disputes as to what ought to be paid.

**BOARD OF CONCILIATION AND ARBITRATION
FOR THE MANUFACTURED STEEL TRADE OF
THE WEST OF SCOTLAND.**

(Subject to slight variations in the rules as to allowances these rules govern the Board of Conciliation and Arbitration for the Steam Electrical and Hydraulic Service of the Steel Trade of the West of Scotland.

RULES OF BOARD.

Function of Board.

Object.—The object of the Board shall be to arbitrate on Wages or any other matters affecting the respective interests of the Employers or Operatives, and by conciliatory means to interpose its influence to prevent disputes and put an end to any that may arise.

Constitution.

Representation.—The Board shall consist of one Employer and one Operative Representative from each Works joining the Board. Where two or more Works belong to the same Proprietors, each Works may claim to be represented at the Board.

Employers' Representatives.—The Employers shall be entitled to send one duly accredited Representative from each Works to each Meeting of the Board.

Operative Representatives.—The Operatives of each Works shall elect a Representative by ballot at a Meeting held for the purpose, on such day or days as the Board may fix, in the month of December in each year. At the same time and in the same manner they shall also elect a Substitute Representative, who shall attend all Meetings in the absence, through illness or otherwise, of the Representative; the names of the Representative and substitute Representative, and of the Works they represent being given in to the Secretaries, on or before the 1st of January next ensuing.

Vacancies.—If any Operative Representative die, or resign, or cease to be qualified by terminating his connection with the Works he represents, a successor shall be chosen within one month, in the same manner as is provided in the case of Annual Elections, and shall remain in office till date of next General Election.

Period of Membership.—The Operative Representatives so chosen shall continue in office for the calendar year immediately following their Election, and shall be eligible for Re-election.

Cessation of Membership.—In case of the total stoppage of any Works connected with the Board, both Employer and Operative Representatives shall, at the end of one month from the date of such stoppage, cease to be Members of the Board and of any Committee on which they have been elected. Any vacancies so resulting from this or any other cause shall be filled up by the Committee affected.

Withdrawal from Board (Bye-Law).—No section of men in any Works connected with the Board shall have power to sever their connection with same without first giving six months' notice of their intention to do so, and no Employer shall have the power to remove any section of men from the jurisdiction of the Board unless with the consent of two-thirds of its Members. Should any section of men cease work and thus sever their connection with the Board, they shall not again be allowed to become Members without the consent of at least two-thirds of the Board, and on such conditions as the Board may decide.

Disqualification.—Should it be proved to the satisfaction of the Board that any Member of the Board has used his influence in endeavouring to prevent the decisions of the Board from being carried out, he shall forthwith cease to be a Representative.

New Members.—If the Employers and Operatives at any Works not connected with the Board should desire to join the same, such desire shall be notified to the Secretaries, and by them to the Board, who shall have power to admit them to Membership on being satisfied that these Rules have been, or are about to be, complied with.

Officers.—At the Meeting of the Board, to be held in January in each year, it shall elect a President, and Vice-President, two Secretaries, two Auditors, and two Treasurers, who shall continue in office till the corresponding Meeting of the following year, but shall be eligible for Re-election. Any vacancy in these offices which occurs during the year may be filled up at the first Meeting of the Board, or where necessary by the party to be represented by the Office Bearer, and such appointment shall be reported to the first Meeting of the Board after such vacancy has occurred, but the term of appointment shall not extend beyond the date of the General Election of Office Bearers. The President and Vice-President shall be *ex officio* Members of all Committees, but without casting vote.

Duties of Officers.

President and Vice-President.—The President shall preside over all Meetings of the Board, and in his absence the chair shall be taken by the Vice-President. In the absence of the President and Vice-President, a temporary Chairman shall be elected by the Meeting; but in no case shall the Chairman have a casting vote.

Secretaries (Bye-Law).—The Secretaries shall, in the month of November in each year, issue a notice to each Works connected with the Board, requesting the Election of Representatives in the month of December, and shall supply the requisite Forms. It is understood that the substitute Representative shall only act, either in the Works or at the Board, in the absence of the Representative.

Procedure.

Meetings.—The Board shall meet for the transaction of business four times a year, in January, April, July, and October; but the Secretaries may, with the sanction of the President and Vice-President, convene special Meetings at any time to deal with matters of urgency. Seven days' notice shall be given of the date of such Meeting; and the circular calling such Meeting shall express in general terms the nature of the business for consideration.

Notice of Subject.—No subject shall be brought forward at any Meeting of the Board unless notice thereof be given to the Secretaries seven clear days before the Meeting at which it is to be introduced.

Evidence.—All questions requiring investigation shall be stated in writing to the Board, and shall be supplemented by such verbal evidence or explanation as the Board may think needful.

Submission of Complaints (Bye-Law).—An official Form shall be supplied to each Representative, on which complaints can be entered. Either Secretary receiving a complaint shall be required to forward a copy of the same to the other Secretary; and the complaint shall be considered as officially before the Board from the date of such notice.

Reference to Arbitrator.—The Employer and Operative Representative of the Works affected shall each make out and sign a statement of the matters in dispute; and this shall be given to the Board. In case of the Board failing to agree, the question in dispute shall be submitted to an Arbitrator, who shall be requested to decide the same; but in all such cases witnesses from all the Works affected may be summoned to attend and give evidence in support of their case.

Voting.—All votes at the Board shall be taken by show of hands, unless any Member calls for a ballot. If, at any Meeting of the Board, the Employer Representative or the Operative Representative of any Works be absent, the other Representative of such Works shall not, under the circumstances, be entitled to vote.

Decisions Binding.—Each Representative shall be deemed fully authorized to act for the Works which has elected him;

and the decision of a majority of the Board shall be binding upon the Employers and Operatives of all Works connected with the Board.

General Wages Questions.—When the question is a general rise or fall of Wages, a Board Meeting shall be held; and in case no agreement be arrived at, a single Arbitrator shall be appointed, and his decision at, or after, a special Arbitration held for the purpose, shall be final, and binding on all parties.

Revision of Rules.

Alterations and Additions.—No alteration or addition shall be made to these Rules, except at the Meeting of the Board to be held in January in each year, and unless notice in writing of the proposed alteration be given to the Secretaries at least one calendar month before such Meeting. The notice convening the Annual Meeting shall state fully the nature of any alteration that may be proposed.

Bye-Laws.—The Board shall have power to make, from time to time, such Bye-Laws as they may consider necessary, provided the same are not inconsistent with, or at variance with, these Rules.

Finance.

Collection of Funds (Bye-Laws).—The sum of one penny per head per fortnight shall be deducted from the Wages of each Operative earning two shillings and sixpence per day and upwards. Each firm shall pay an amount corresponding to the total sum deducted from the Workmen. The contributions shall be forwarded on official forms, to be supplied by the Secretaries, to the Bankers (The Bank of Scotland, Glasgow), within one week from the pay when the money is deducted from the Operatives.

Payment of Expenses.—Any expenses incurred by the Board shall be borne equally by the Employers and Operatives. The banking account of the Board shall be kept in the name of the Treasurers, and all accounts shall be paid by cheque signed by them.

Allowance for attending Meetings.—The sum of ten shillings for each Member of the Board shall be allowed for each Meeting of the Board. This sum shall be divided equally between the Employers and Operatives, and shall be distributed by each side in proportion to the attendances of each Member. In addition, each Member shall be allowed second-class railway fare each way, and when an Operative Member is engaged on the night shift following the day on which a Meeting is held, he shall be allowed payment for a second shift.

Allowance for Time spent in Service of Board.—The Operative Representative shall be paid for time lost in attending to grievances at the Works to which he belongs, at the rate of ten shillings for each shift actually and necessarily lost. Should he, however, lose more time than is reasonably necessary in the opinion of the Manager, the latter shall fill up the certificate only for such amount as he considers due before signing it. Whatever sum or sums in this or any other way be paid to Operative Representatives, in excess of what is paid to Employer Representatives, the amount of such excess shall concurrently be credited to the Employers collectively. An account of attendances and fees paid to each Representative shall be kept ; and the Secretaries shall call the attention of the Board to any case where the cost of adjusting disputes at any Works exceeds, in their opinion, a proper amount in proportion to the number of Operatives employed.

INSTRUCTIONS.

First Steps in case of Grievance.—If any subscriber to the Board desires to have its assistance in redressing any grievance, he must explain the matter to the Operative Representative of the Works at which he is employed. Before doing so he must, however, have done his best to get his grievance righted, by seeing his Foreman, or the Manager himself.

First Duty of Operatives' Representative.—The Operative Representative must question the complainant about the matter, and discourage complaints which do not appear to be well founded. Before taking action, he must ascertain that the previous instruction has been complied with.

Reference to Head of Works.—If there seems good grounds for complaint, the Complainant and the Operative Representative must take a suitable opportunity of laying the matter before the Foreman or Works' Manager, or head of the concern (according to what may be the custom of the particular Works). Except in case of emergency these complaints shall be made only upon one day in each week, the said day and time fixed by the Manager of the Works.

Statement of Grievance.—The complaint should be stated in a way that implies an expectation that it will be fairly and fully considered, and that what is right will be done. In most cases this will lead to a settlement without the matter having to go further.

Reference to Board.—If, however, an agreement cannot be come to, a statement of the points in difference shall be drawn out, signed by the Employer Representative and the Operative Representative, and forwarded to the Secretaries of the Board,

with a request that the Board will consider the matter. An official form, on which complaints may be stated, can be obtained from the Secretaries.

Delays.—It is not, however, always possible to avoid some delay, and the Complainant must not suppose that he will necessarily lose anything by having to wait, as any decision of the Board may be made to date back to the time of the complaint being sent in.

No Suspension of Work.—Above all, the Board would impress upon its subscribers *that there must be no strike or suspension of work*. The main object of the Board is to prevent anything of this sort; and if any strike or suspension of work take place, the Board will refuse to inquire into the matter in dispute till work is resumed; and the fact of its having been interrupted will be taken into account in considering the question.

Notice of Alterations.—It is recommended that any changes in modes of working requiring alterations in the hours of labour, or a revision of the scale of payments, should be made matters of notice, and, as far as possible, of arrangement beforehand, so as to avoid needless subsequent disputes as to what ought to be paid.

ENGINEERING AND SHIPBUILDING.

ENGINEERS—UNITED KINGDOM. .

(On 28th January, 1898, a protracted dispute, affecting engineers at many centres in the United Kingdom, was settled by an agreement called "The Terms of Settlement." Under this agreement provision was made for the avoidance of disputes by means of conciliatory conferences, under which much useful work has been accomplished. The Terms of Settlement were revised in 1907, and the provisions for avoiding disputes are given below.)

Provisions for Avoiding Disputes.

With a view to avoid disputes, deputations of workmen shall be received by their employers, by appointment, for mutual discussion of any question in the settlement of which both parties are directly concerned; or it shall be competent for an official of the Trade Union to approach the local secretary of the Employers' Association with regard to any such question; or it shall be competent for either party to bring the question before a local conference to be held between the local Association of Employers and the local representatives of the Trade Unions.

In the event of either party desiring to raise any question a local conference for this purpose may be arranged by application to the Secretary of the Employers' Association or of the Trade Union concerned, as the case may be.

Local conferences shall be held within twelve working days from the receipt of the application by the Secretary of the Employers' Association or of the Trade Union or Trade Unions concerned.

Failing settlement at a local conference of any question brought before it, it shall be competent for either party to refer the matter to the Executive Board of the Federation and the Central Authority of the Trade Union or Trade Unions concerned.

Central conferences shall be held at the earliest date which can be conveniently arranged by the Secretaries of the Federation and of the Trade Union or Trade Unions concerned.

There shall be no stoppage of work either of a partial or of a general character, but work shall proceed under the current conditions until the procedure provided for above has been carried through.

THE BOARD OF CONCILIATION FOR THE PATTERNMAKING INDUSTRY OF THE NORTH- EAST COAST.

Functions of Board.

Object.—The primary object of the Board is to regulate general advances and reductions in the wages of Patternmakers, but any other question not involving other Trades may be brought before the Board.

Constitution.

The Parties.—The parties to the Board are the North-East Coast Engineering Trades Employers' Association, and the United Patternmakers' Association.

Representation.—The Board shall consist of eleven Employers and an equal number of Patternmakers' representatives.

Each party shall elect its own representatives to act on the Board, and they shall be deemed to have the power to bind their respective constituents.

The representatives so elected shall, from their own number, elect five representatives to act on the Standing Committee named in sub-section C.

The Standing Committee shall consist of five Employers, and an equal number of Patternmakers, annually elected as aforesaid.

In addition to the Standing Committee provided by sub-section C, the Chairman and Vice-Chairman of the Board shall be *ex-officio* members of the same, and when present at any meeting of the Standing Committee shall occupy the chair by virtue of their office.

First Board.—The first Board shall be formed as early as possible, and continue in office till January, 1898. During that month the Board shall meet to pass the accounts and close the business of the past year; and the new Board shall then proceed to elect Chairman and Vice-Chairman for the next twelve months.

Names of representatives to act both on the Board and the Standing Committee, together with names and addresses of Secretaries shall be handed in at the first and any subsequent Annual Meeting of the Board. Any change in the rules or constitution of the Board, of which at least four weeks previous notice in writing has been given by one party to the other, may then be considered and disposed of as may be deemed most expedient.

Vacancies and Substitutes.—If any representative die, resign, or otherwise cease to be qualified, another shall be appointed within four weeks, and should any representative be unable to attend a meeting, a substitute may attend in his stead.

Dissolution.—If, at any time, it is thought desirable to terminate the Board, this may be done by either party giving six months' notice, in writing.

Chairman and Vice-Chairman.—The Board shall, from their number, annually elect a Chairman who shall be an Employer, and a Vice-Chairman who shall be a Patternmaker.

Procedure.

Notice.—Four weeks' notice (in writing) shall be given by the Secretary of one party to the Secretary of the other party of any question intended to be dealt with by the Board.

Reference to Standing Committee.—All questions shall, in the first instance, be referred to the Standing Committee, who shall investigate and endeavour to settle the same. In the event of the Standing Committee being unable to settle a question, it shall, as early as possible, be referred to the entire Board.

Meetings.—A meeting of the Standing Committee shall be called after notice (in writing) stating the business to be transacted thereat, given by the Secretary or Secretaries of one party to the Secretary or Secretaries of the other party. Such meeting shall be held not earlier than seven days, nor later than fourteen days after receipt of notice of a question given as provided in Rule 5. But the parties may mutually agree to alter time of meeting.

Quorum.—Not less than three representatives for each party (inclusive of the Chairman or Vice-Chairman of the Board) shall constitute a quorum for a meeting of the Standing Committee; not less than six representatives for each party a quorum at any General Meeting of the Board.

Voting.—No matter or question before the Board shall be submitted to vote unless by mutual agreement of both parties.

Reference to Referees.—Failing settlement by the Board of any question, referred to it by the Standing Committee, the same may, by common consent, be submitted to three disinterested gentlemen mutually approved by the Board, the decision of whom or of the majority of whom shall be binding and conclusive. But if the Board fail to agree in the choice of three gentlemen willing to act, each party shall elect its own Referee and the two Referees so elected shall nominate a third to sit with them, and their decision or the decision of the majority of them shall in like manner be binding and conclusive.

When, however, both parties can agree upon one gentleman to act as Referee, he shall be deemed to have the powers conferred by the rules upon the three Referees named in Rule 12 (*i.e.*, the paragraph above).

Proceedings on a Reference.—Upon any submission or reference under the Board, the Referees shall arrange the place, day, and hour of hearing, and may adjourn as to them may seem most expedient. It shall be competent for either side to present its case by a legal adviser; but notice of intention to do so shall be given to the other party at least seven days before the hearing. It shall, however, not be obligatory upon the party receiving such notice to send the like to the other party.

Both parties are to obey notices of meetings issued by the Referees, and to attend the same.

Any facts, considerations or elements, may by mutual consent be agreed upon or eliminated from any reference.

The Referees may examine any witness or witnesses on oath, or may allow any fact or facts to be proved by affidavit, provided that a copy of or the substance of an affidavit to be used at any reference shall be sent by the party intending to use it to the other party at least five clear days before the hearing day.

No suspension of work.—There shall be no stoppage of work in the nature of a strike or lock-out; and pending the decision of the Board upon any question, all working conditions shall be those current at time of notice given.

Finance.

Expenses.—Each party shall bear costs and expenses of its own representatives, and the other expenses incidental to the ordinary working of the Board shall be borne equally by both parties.

The costs and expenses of a reference shall be in the discretion of the Referees, who may order that the same be paid equally by both parties, or that either party bear the whole or any particular part or parts of the entire costs.

THE NORTH EAST COAST OF ENGLAND MARINE ENGINEERS' CONCILIATION BOARD.

Functions of Board.

Object.—The amicable settlement of wages and other questions arising out of, or connected with the employment of Marine Engineers on steamships owned or managed in Ports on the North East Coast of England.

Limits of Jurisdiction.—That the North East Coast of England shall be deemed to extend from the Port of Whitby to the Port of Blyth, both inclusive.

Constitution.

Representation.—The Board shall consist of an equal number of Shipowners and Marine Engineers, elected by the respective Steamship owners' and Marine Engineers' Societies, or organizations affiliated with the Board.

Mode of Affiliation.—Any Society or Organization of Steamship owners, or Marine Engineers, within the limits of the N.E. Coast of England, as before defined, shall on application in writing and acceptance thereof by the Board, become affiliated therewith and shall be entitled to the number of Representatives which may be agreed by the Board, but so nevertheless that the number of Representatives of the Steamship owners and Marine Engineers shall be always the same, and shall therefore from time to time be equalized as occasion may require, in such manner as the Board may deem best.

First Board.—The Shipowners' Societies or Organizations affiliated with the Board at the institution thereof are the following: Sunderland with two Representatives, the Hartlepoons with two Representatives, and Middlesbro'-on-Tees with one Representative on the Board. The Marine Engineers Society or organization so affiliated is the North East Coast of England Seagoing Engineers' Joint Committee, with five Representatives on the Board.

Short Reference.—The constituents of the Board, i.e., Steamship owners' and Engineers' Representatives, are for brevity hereinafter referred to as "the parties."

Withdrawal.—In the event of either party desiring to retire from the Board, the Secretary of the party so desiring to withdraw shall give to the Secretary of the other party written notice thereof and the withdrawal shall come into effect six months after the date of such notice.

Secretaries.—The parties shall each forthwith respectively elect a Secretary, to represent them in the transaction of the business of the Board, and shall give written notice thereof to the other party, and both such Secretaries shall remain in office until withdrawn by the parties electing them. The Secretaries shall attend all meetings of the Board, and are entitled to take part in the discussions, but they shall have no power to move or second any Resolution, or to vote on any question before the Board.

Referees.—Each of the parties shall in November of each and every year elect an official Representative to the Board, to be

called a Referee, and the Secretary of each party shall forthwith give notice of such election in writing to the Secretary of the other party. Such Referees shall be persons of impartial character, not in any way pecuniarily interested either in Shipowning or in the trade or profession of a Marine Engineer unless otherwise mutually agreed. The Referees shall attend such Meetings of the Board as they are requested by the Secretaries in writing to attend, as hereinafter mentioned. The Referees shall be eligible for re-election.

Umpire.—The Referees shall meet as soon as possible after their election, but not later than the 15th day of December, and choose an Umpire, who shall like themselves be a person of impartial character, not in any way connected with Shipowning or Marine Engineering, and they shall forthwith give notice in writing to both the Secretaries, of such Election. The Umpire shall be eligible for re-election. When the Umpire is called to any Meeting of the Board he shall act as Chairman and have all the rights, powers, and authority of Chairman.

Duties of Officers.

Secretaries.—They shall conjointly convene all Meetings of the Board, and take proper minutes of the proceedings thereof, which shall be transcribed in duplicate books, and both such books shall be signed by the Chairman of the Meeting at which such minutes are read and confirmed. One of such Minute Books shall be kept by each of the Secretaries. The Secretaries shall also conduct the correspondence for their respective parties, and conjointly for the Board.

Chairman.—The Chairman shall preside over all Meetings of the Board at which the Referees and Umpire are not present as before provided. The Chairman shall vote as a representative but shall not have any casting vote. He shall maintain strict order and regularity in debate and in the proceedings of the Board. His rulings shall be implicitly obeyed, and if any representative shall disobey the ruling of the Chairman he may be suspended for the remainder of the sitting, and in the event of such representative persisting in his disobedience, he may be suspended by the Chairman from all sittings of the Board, and shall be forthwith reported by the Chairman in writing to his Constituents.

Treasurer.—The Treasurer shall keep proper Books of Account and prepare a proper statement of the Receipts and Expenditure of the Board up to the 31st day of December in each and every year, and cause the same to be properly audited and certified by the Auditor or Auditors before the Annual Meeting.

Procedure.

Annual Meeting.—The Board shall meet for the transaction of business at least once a year, in the month of January, such meeting being called the Annual Meeting. The Secretaries shall give fourteen days clear notice to each of the Representatives of the holding of such meeting stating the time and place.

Business at Annual Meeting.—At the Annual Meeting of the Board to be held in January of every year the following business shall be transacted :—

A Chairman of the Board shall be elected for the ensuing year, from amongst the Representatives of either party.

The appointments of the Referees and Umpire for the ensuing year shall be communicated to, and recorded by the Board.

The appointments of the Joint Secretaries shall be formally confirmed and approved by the Board.

A Treasurer shall be appointed for the ensuing year.

An Auditor or Auditors shall also be appointed, and their remuneration fixed.

The Report and Balance Sheet shall be submitted and considered.

Any Amendments or additions to the Rules or to the Bye-Laws (if any) for the time being shall be considered, provided proper notice shall have been given as hereinafter mentioned.

Place of Meeting.—The Board shall at the Annual Meeting or as soon thereafter as possible, settle for the mutual convenience of the Representatives the place and hour of Meetings of the Board for the ensuing year, but the Secretaries shall have power if they consider that any particular subject can be better and more conveniently discussed at some other place, to convene the Extraordinary Meeting for that purpose at such other place.

Extraordinary Meetings.—The Secretaries shall on the written application of any two Representatives of either party convene an Extraordinary Meeting of the Board. The application for an Extraordinary Meeting shall state clearly the object of the Meeting, and the Secretaries shall then decide what time and place will be most convenient for the holding of the Meeting, having regard to the nature and urgency of the business. The Secretaries shall aim as far as possible to give ample notice of any such Extraordinary Meeting, and the notice convening the Meeting shall state the time and place, and the business to be transacted.

Business at Extraordinary Meetings.—All questions save such as have to be transacted at the Annual Meeting shall in the first

instance be submitted to and considered by the Board in Extraordinary Meeting, it being the desire and intention of the parties to settle any difficulties or differences which may arise by friendly conference if possible. If the parties on the Board cannot agree, then the Meeting shall be adjourned and the Referees and Umpire shall be summoned to the adjourned Meeting, when the matter shall be again discussed, and in default of an agreement by the parties on the Board, the Referees and Umpire shall either retire or adjourn for further consideration of the matter, and give their decision on such matter as speedily as possible, which shall be final and binding on the Board.

Notice of Special Business.—Except in cases of great and urgent emergency (upon which the Chairman and Secretaries shall decide) seven days' notice shall be given, in writing, to both Secretaries of any special business to be brought before the Board, and as to any alteration in the rate of wages, one month's notice in writing as aforesaid shall be given.

Evidence.—Both the parties on the Board and the Referees and Umpire shall have full power to summon and call evidence before them on any point, and to call for and consider all such documents as they think relative to the matter in dispute.

Voting.—All the votes shall be taken at Meetings of the Board by show of hands unless any two Representatives shall call for a Ballot, in which case the voting shall be by Ballot. The voting of the parties at each Meeting of the Board shall be equal, that is to say that neither party shall be entitled to benefit by the absence of one or more of the Representatives of the other party. The party having the larger number of Representatives present shall only be entitled to cast the same number of votes as the party having the smaller number of Representatives, and the Chairman shall ballot out from amongst the party having the majority of Representatives, such a number of Representatives to abstain from voting as are necessary to equalize the voting power as above provided. Subject as aforesaid the individual Representatives of both parties shall have complete and independent right of action in the discussion and voting at all Meetings.

Decisions Binding.—The decisions of the Board shall as before stated be absolutely binding on the Board, and the respective parties on the Board shall use their influence and best endeavours to have such decisions carried out and respected by their respective constituents, it being recognised that without such loyal and absolute adhesion to the decisions of the Board its usefulness is practically at an end, and its very existence imperilled.

Revisions of Rules.

Alterations and Additions.—No alteration or addition shall be made to these Rules or to any Bye-laws made thereunder, except at the Annual Meeting to be held in January of every year, and

notice in writing of any proposed alteration or addition shall be given to both Secretaries at least one month before such Meeting. The Secretaries shall set forth fully, in the notice convening the Meeting, the nature of any alteration or addition so proposed.

Finance.

Expenses and Provision of Funds.—Each party shall pay and defray the expenses of its own representatives and Secretary; but the cost and expenses of the Referees and Umpire, Treasurer, Auditors, of stationery, books, printing, hire of rooms for meetings (if any), of witnesses attending before the Board, and documentary evidence for the use of the Board, and generally all expenses incurred by order, and for, and on behalf of the Board, shall be borne by the respective parties, in equal shares, and shall be levied and collected as the Board may direct.

THE TYNE SHIPBUILDING DEMARCATION BOARD.

General Agreement.

It is agreed that all demarcation disputes between trades arising in Associated Shipyards shall be settled by the methods hereinafter set forth. Work at all times is to proceed without interruption, except as regards the particular job or jobs in dispute, which are subject to the special treatment named in the following clauses. The men are not to cease work or be paid off through demarcation differences.

Constitution.

Committee.—Each trade shall appoint three members to represent it on the Joint Committee, to act when required in accordance with Clause 3 (*i.e.*, Procedure.—Reference to Joint Committee). The names of those members shall be forwarded immediately after their appointment to the Secretary of the Employers' Association. Members of the Joint Committee shall serve for a period of twelve months.

Substitutes.—If any member of the Joint Committee is unable to attend any meeting to which he has been called, he shall give notice to his trade secretary so that a substitute may be appointed to act in his place.

Board of Referees.—The Board of Referees shall consist of any three members of the Tyne Shipbuilders' Association, it

being understood that no one of the three constituting the Board shall belong to the firm in whose yard the dispute has arisen.

Withdrawal from Membership.—This Agreement for the settlement of demarcation disputes shall continue, but the Societies who may decide to withdraw therefrom must give six months' notice of their intention to do so. Each Society to be notified of the intended withdrawal of any Society from the Board.

Secretary.—The Secretary of the Tyne Shipbuilders' Association shall act as Secretary to the Joint Committee and to the Board of Referees.

Procedure.

First Notification of Dispute.—The disputants having failed to come to a settlement shall at once notify the firm of any dispute, and shall endeavour by means of their yard representatives or District Delegates, with a representative of the firm, to settle the said dispute in the yard.

Temporary Decision.—If the disputed work is urgent the management shall have the right to give a temporary decision to allow work on the disputed job or jobs to proceed, but such decision shall be without prejudice to the final settlement.

Reference to Joint Committee.—Failing settlement by the method named in Clause 1 (i.e., First Notification of Dispute), whether the firm does or does not avail itself of the provisions of Clause 2 (i.e., Temporary Decision), the firm shall at once notify the Secretary of the Employers' Association, and the disputed work shall be referred to a Joint Committee composed of three representatives from each of the Societies affected (and one from the Employers' Association who shall act as Chairman). The said Committee to meet within six days, and to be called together by the Secretary of the Employers' Association.

Reference to Board of Referees.—In the event of the Joint Committee failing to effect a settlement, the dispute shall, within six days, be referred by them to the final decision of a Board of Referees, who may inspect the work in dispute, and shall hear evidence from the parties involved. Each party to the dispute to be represented by not more than five (including witnesses). The decision is to be given as early as possible. The Board to be convened by the Secretary.

Quorum.—At least two from each of the trades affected must be present with the Chairman to form a quorum.

Voting.—In cases where only two trades are concerned, the voting power of the trades on the Committee shall be equal, i.e., should one of the representatives of any trade be absent, an equal number of the representatives of the other trades shall

abstain from voting. The Chairman shall be entitled to give a decision by the unanimous wish of the members of the Committee, but otherwise shall not have a vote.

Questions of Custom.—Where a difference occurs respecting work done in the Tyne and Blyth District, no outside evidence shall be introduced relating to the practice in any other district.

When a difference occurs respecting a job not previously done, or not done more than once in the Tyne and Blyth District, evidence may be taken of what is done in other districts. This rule shall apply both to proceedings in Committee and before the Board of Referees.

Revision of Rules.

Amendments.—The foregoing rules may be amended at a General Meeting of the employers and trades representatives, to be called by the Secretary of the Employers' Association, to whom two months' notice of intended amendments must be given.

Finance.

Expenses.—Each of the parties represented on the Board shall bear their own expenses, and their share of the Reference Board expenses.

TYNE SHIPWRIGHTS', JOINERS', AND EMPLOYERS' STANDING COMMITTEE FOR THE DEMARCATION OF WORK.

Functions of Committee.

Object.—A Committee shall be formed for the purpose of settling disputes as to the demarcation of work arising between Shipwrights and Joiners in Tyne Shipyards. Jobs mutually agreed to previously to the formation of this Board (that is work settled by Mr. Burt's Award, as amended by the Conciliation Board, or by Mr. Bell's Referee Board), shall not be interfered with, but items in the existing lists may be referred to the Board for interpretation.

Submission of Disputes.—All disputes as to the demarcation of work that cannot be settled by the parties themselves in the yard in which they arise shall be submitted to the committee.

Constitution.

Representation.—The Committee shall consist of three Joiners, three Shipwrights, and three Employers.

Election.—The members forming the Committee shall be nominated by their respective constituents once a year, and shall serve for twelve months.

Chairman.—The Committee shall have power to elect one of their number to act as Chairman, and to regulate their proceedings on the above basis, their decisions to be printed in an appendix from time to time.

Referees.—On the constitution of the Committee, they shall at once proceed to appoint a Gentleman to nominate 12 or 15 disinterested Gentlemen as Referees.

Procedure.

Appointment of Sub-Committee.—The Committee shall have power to appoint Sub-Committees. Such Sub-Committees may report on, or if advisable, settle questions submitted to them as they may think fit. The Sub-Committee to report to the first General Meeting for confirmation or otherwise.

Evidence.—The representatives of the party making a complaint, or claiming to do any work, shall state their case to the Committee, or Sub-Committee, and all parties shall have power to call witnesses from any of the yards on the river.

Quorum and Voting.—If any member give written notice that he may be unable to attend the meetings of the Committee for six weeks, a substitute may be appointed to act in his place. Six to form a quorum. In all cases the voting power of the three parties represented on the Committee shall be equal, *i.e.*, should one of the Representatives of either of the three parties be absent, an equal number of the Representatives of the other two parties shall abstain from voting. Should a tie in voting, on any question that may be submitted to the Committee, arise through the absence of any member, the decision on such question shall be adjourned to a full Meeting of the Committee.

Appeal to Referees.—Should the Representatives of any of the parties forming the Committee be dissatisfied with any of its decisions, they may, at the time, or within three days of such decision being given, demand that it shall be referred to three of the nominated Referees, one to be chosen by each party at a Joint Board Meeting without any party having any communication with the nominees; the Secretary to inform them of their selection, and the decision of such three Referees shall be final.

Decisions Binding.—The decisions of the Committee, or Referees, as the case may be, shall apply to all yards on the river, and stand good for twelve months, and for such further time as they are not called in question by being brought before the Committee for reconsideration.

No suspension of work.—In all cases other than the job in dispute, work shall go on without stoppage pending the decisions of the Committee.

Finance.

Expenses of Committee.—The expenses of the Committee shall be divided between the three parties represented.

Expenses of Appeals.—Should the Referees confirm the previous decision of the Committee, the party appealing against such decision shall pay the whole expense of the appeal; but should the Referees set aside the previous decision of the Committee, then the expense of the appeal shall form part of the general expenses of the Committee.

TYNE AND TEES JOINT COMMITTEE OF EMPLOYERS AND BOILERMAKERS AND IRON SHIPBUILDERS.*

[*There are no Rules to these two Committees, but in the event of any dispute arising the Committee affected meets as provided for in the following agreement.*]

Agreement

Between the Tyne, Wear, Tees, and Hartlepool Shipbuilders and the Executive Council of Boilermakers' and Iron and Steel Shipbuilders' Society.

1. *Alterations in Wages.*—No general alteration to be made until after six calendar months have elapsed from the date of last alteration, and no single alteration to be more than 5 per cent. Four weeks' notice, in writing, to be given of any proposed alteration. Previous to such notice being given by either side, a request for a meeting between the Associated Employers and the Boilermakers' Society shall be given by the party intending to give notice; this meeting shall be held within 14 days after the receipt of the request. Failing agreement during the month's notice, the notice may be extended to any time not exceeding another month, if acceptable to both parties; but whatever the settlement may be the advance or reduction (if any) shall commence from the expiration of the first month's notice.

Should a settlement not thus be effected, the question can be dealt with as may be considered best.

2. *Sectional or Individual Disputes.*—In the event of any such disputes, they shall, in the first instance, be referred to the Society's Officials and the Employer or his representatives. If

* Six months' notice to terminate the above local Agreement was given by the shipbuilding employers in October, 1906, with a view to securing a more effective Agreement on a national basis, and on 23rd August, 1907, a temporary Agreement, providing for discussion of all disputed matters before a stoppage of work takes place, was signed by the Shipbuilding Employers' Federation and the Boilermakers' and Iron and Steel Shipbuilders' Society. The temporary Agreement has been ratified by a ballot of the members of the Trade Union, and joint conferences are to be held to settle the terms of the national Agreement.

any dispute takes place respecting the price of work, the job shall be proceeded with as on piece, and whatever the price may be when settled, the same shall be paid from the commencement of the job, and in the meantime, if a pay-day comes before a settlement, the man or men can draw whatever amount it has been the custom of the Firm to pay under the circumstances, or the disputed job can be done at day rates if so agreed upon between the Firm's Officials and the District Delegate.

Failing a settlement of the dispute by ordinary means, the terms of settlement shall be adjusted by a Committee, representing Employers and the Boilermakers' and Iron Shipbuilders' Society, within fourteen days.

3. *Appliances, &c.*—Notwithstanding any of the above clauses, the Shipbuilders are to be entitled to a revision of rates on account of labour-saving appliances, whether now existing and not already sufficiently allowed for, or hereafter to be introduced; for improved arrangements in yards; for rates to be paid in vessels of new types where work is easier, and for other special cases. The terms of these revisions to be adjusted by a Committee representing Employers and the Boilermakers' and Iron Shipbuilders' Society. The men shall in like manner be entitled to bring before the said Committee any jobs the rates of which may require revision due to new conditions of working, structural alterations in vessels, or any other cause.

4. *Working pending Settlement of Disputes.*—Work shall in all cases be proceeded with, without interruption, pending the settlement of any dispute, whether as to prices or otherwise.

5. *Standing Committee.*—A Standing Committee of three on each side (exclusive of the Delegate on each side) shall be appointed for each River, to consider local disputes. In the event of any dispute involving more than one River, a Joint Committee—the members of which shall be selected from the local Committees involved—shall be convened.

6. *Duration of Scheme.*—The scheme to be tried for a period of five years, and to be afterwards terminable by six months' notice on either side.

Signed on behalf of the Tyne, Wear, Tees and Hartlepool Shipbuilders—

H. DYER,
Chairman.

Signed on behalf of the Boilermakers' and Iron and Steel Shipbuilders' Society—

R. KNIGHT,
General Secretary.

Newcastle-on-Tyne,
5th July, 1894.

THE BOARD OF CONCILIATION FOR THE WEAR SHIPBUILDING TRADE.

Functions of Board.

Object.—The Board shall at all times adjust by conciliatory means all questions that may from time to time arise and be referred to it by either Employers or Workmen, and pending settlement of any question by the Board there shall thereby be no stoppage of work, and the wages, piece rates, hours of work, or other working conditions shall, until settlement, be those current at the time of notice given.

Constitution.

Formation.—The Conciliation Board shall consist of Departmental Boards, a General Board, and a Board of Independent Referees.

Representation.—The Departmental Boards shall consist of six representatives from the Employers and a like number from each branch of the Workmen.

Constitution of General Board.—The General Board shall consist of three representatives from each section of the workmen and a number of shipbuilders equal to the total number of the workmen's representatives with the Secretary of the Employers and a Secretary for the workmen. No Secretary unless a duly appointed representative shall vote or take part in the discussion.

Board of Referees.—The Board of Referees shall consist of three disinterested gentlemen from the lists following ; one shall be nominated by the Employers, another by the Workmen from the following list :—

J. G. Addison, T. W. Backhouse, T. R. Blumer, Wm. Bruce, J. T. Calvert, W. H. Challoner, Alex. Corder, J. H. Cox, Fred. Foster, R. H. Gayner, I. M. Gilbertson, John Harrison, G. B. Morgan, W. Palmer, Thos. Perry, P. Pratt, R. Punshon, Saml. Richardson, Stansfield Richardson, Fred. Storey, Saml. Storey, W. Walker, J. Wylie.

The two Referees so nominated shall elect a third to act as Chairman, who may be chosen either from the list following or from any other source (except the list of Referees for the time being of this Board), provided that when a Chairman is elected

from outside the Board, he shall, in the opinion of the two Referees acting, be a person of sufficient standing, and not interested in the question to be decided :—

The Judge of the Sunderland County Court, The Registrar of the Sunderland County Court, Mr. T. Burt, M.P., Friend Lamb.

The Chairman of Referees shall, whilst acting, be entitled to a vote on the Board.

Vacancies.—If any representative die, resign, or otherwise cease to be qualified, a successor shall be appointed within one month, and should any representative be unable to attend any meeting, a substitute may attend in his stead.

Withdrawal.—It shall be competent for any party to withdraw from this Board on giving three months' notice thereof, in writing, to the Secretaries.

Chairman of Departmental Boards.—The Departmental Boards shall elect their own Chairmen.

Duties of Officers.

Secretaries.—A meeting of the Departmental Board shall be called after notice in writing stating the business to be transacted, given by the Secretary of one of the parties to the Secretary of the other. Such meeting shall be held not earlier than 7 days nor later than 14 days after receipt of notice given as aforesaid.

All meetings of the General Board shall be convened by the Secretaries jointly.

Procedure.

Annual Meeting of General Board.—The first General Board shall be formed as early as possible, and shall continue in office till the second Wednesday in February, 1887. On that day the Board shall meet to pass the accounts and close the business of the past year, and the new Board shall then proceed to elect Chairman, Vice-Chairman, and Officers for the ensuing 12 months, and for the consideration of any change in the Constitution or Rules of the Board. The names of Representatives shall, before annual meetings of the General Board, be handed in by each party to the Secretaries. Every General Board subsequent to the first shall be elected and continue in office for a period of 12 months.

Notice to be given.—One calendar month's notice of any change in wages or of other matter expiring on a Wednesday evening shall be given by either side to the other.

No subject shall be brought forward at any meeting of the General Board except by leave of all the members present, unless notice thereof be given to the Secretaries at least fourteen days before the meeting at which it is to be introduced.

Reference to Departmental Boards in first instance.—Questions between the parties shall in the first instance be referred to the Departmental Boards and failing settlement by such Departmental Boards shall then be referred to the General Board, or if the parties concerned so agree, to the Board of Referees direct.

Reference to General Board.—The General Board shall consider all questions referred to it by the Departmental Boards, and, if possible, settle the same by a majority of at least three fourths of those present.

Meeting of General Board.—A meeting of the General Board shall be held not earlier than three days nor later than seven days after failure of the Departmental Board or Boards to decide the matters in dispute.

Reference to Board of Referees.—When the Departmental Board, or the General Board by such majority as aforesaid, shall fail to effect a settlement of the matters in dispute, it shall thereupon nominate the Referees and place the matters in dispute before them at a subsequent meeting called for the purpose.

Voting.—At any meeting of the Departmental Boards the voting power of each side shall be equal, irrespective of the numbers present thereat. Not less than two thirds of each party shall be a quorum.

At any meeting of the General Board the voting power of each side shall be equal irrespective of the number present thereat. Not less than three fourths of each party shall be a quorum.

At any meeting of either Departmental or General Board where the voting power present of one side preponderates, the voting power shall, before the transaction of business, be equalised by the withdrawal from the side having the greater power of a number of representatives equal to the excess.

No Chairman shall have a casting vote.

Decisions binding.—The decision of the majority of Referees shall be final and binding upon the parties.

Revision of Rules.

Alterations.—No alteration shall be made in the Rules and Constitution of this Board, except at an annual meeting of the General Board, and not less than one calendar month's previous notice, in writing, specifying the nature of the alterations proposed shall be given.

**TEES AND HARTLEPOOL JOINT COMMITTEE
AND BOARD OF REFEREES FOR THE DE-
MARCATON OF WORK OF VARIOUS TRADES.**

Constitution.

Representation.—Each trade in each port may appoint three members to represent it on the Joint Committee, to act when required, in accordance with Clause 2 of the Agreement. The names of these members shall be forwarded immediately after their appointment to the employers' Secretary. Members of Joint Committee shall serve for a period of 12 months.

A representative of Tees and Hartlepool Shipbuilders' Association shall act as Chairman, as provided by Clause 2 of Agreement.

Substitutes.—If any member of the Joint Committee shall give notice to his Trade Secretary that he will not be present at any meeting of the Joint Committee at which his services are required, a substitute may be appointed to act in his place.

Secretary.—The employers' Secretary shall act as Secretary to the Joint Committee and Board of Referees.

Procedure.

Procedure.—The representatives of the trade making a complaint or claiming to do any work shall first state their case to the Committee, and all parties shall have power to call witnesses and also to cross-examine. The number of witnesses called by any party shall not exceed three.

Quorum.—At least two from each of the trades affected, and the Chairman, must be present to form a quorum.

Voting.—In cases where only two trades are concerned, the voting power of the trades on the Committee shall be equal, *i.e.*, should one of the representatives of any trade be absent, an equal number of the representatives of the other trade shall abstain from voting. The Chairman shall be entitled to give a decision by the unanimous wish of the members of the Committee, but otherwise shall not have a vote.

Custom of Port.—Where a difference occurs in any port respecting work previously done in the said port, no outside evidence shall be introduced relating to the practice in another port.

When a difference occurs in any port respecting a job not previously done, or not done more than once in that port,

evidence may be taken of what is done in other districts. This rule shall apply both to proceedings in Committee and before the Board of Referees.

Reference to Referees.—If the Committee is unable to come to a decision, then the matter must be placed before the Referees in accordance with Clause 3 of the Agreement.

Revision of Rules.

Alterations.—The foregoing Rules may be amended at a General Meeting of the employers' and trade representatives, to be called by the employers' Secretary, to whom two months' notice of intended amendments must be given.

Agreement

For the Settlement of Demarcation Disputes between various Trades, as amended at a Meeting between Employers' Committee and Representatives of Trade Societies, held at Queen's Hotel, Stockton-on-Tees, Tuesday, May 24th, 1898.

1.—In the event of any Demarcation dispute arising between two or more trades in the Associated Shipyards, the disputants shall in the first instance endeavour to settle the same in the yard in which such dispute arises, through the Shop Stewards or District Delegates of the Societies affected, and a Representative of the Firm, who shall be immediately notified that such dispute has arisen.

2.—Failing a settlement by this means, the Firm shall notify the Secretary of the Employers' Association, and the disputed jobs shall be forthwith referred to a joint Committee, composed of three Representatives from each of the Societies affected, and one from the Employers, who shall act as Chairman. The said Committee to meet within six days, and to be called together by the Secretary of the Employers' Association.

3.—In the event of this joint Committee failing to effect a settlement, the dispute shall be referred by them to the final decision of a Board of Referees, who may inspect the work in dispute, and shall hear evidence from the parties involved.

4.—The Board shall consist of three of the following five Members of the Tees and Hartlepool Shipbuilders' Association, viz. :—

MR. GEO. JONES.

MR. HY. WITY.

MR. C. W. LITTLEBOY.

MR. R. ROPNER, JR.

MR. E. H. CRAGGS.

It being understood that no one of the three constituting the Board shall belong to the firm in whose yard the dispute has arisen.

These Gentlemen to serve for six months.

5.—In all cases work shall go on without stoppage, pending decision, it being understood that in cases of emergency, and in order to avoid a stoppage, the employing firm shall give a temporary decision, which, however, shall not prejudice the final settlement.

6.—The above arrangement to continue in force for a period of two years.

7.—Before the expiration of this period, a meeting of Representatives of Employers and the several Trades shall be held, to make any re-arrangements that may be necessary for the continuation of the Board. At this meeting it will be open to any trade to signify their proposed intention to withdraw from the Board at the end of the two years, and to state their reasons for the same.

8.—Each of the parties represented on the Board shall bear their own expenses, and their share of the Reference Board expenses.

EDWARD ROBSON, Secretary.

**SHIPWRIGHTS', JOINERS', AND EMPLOYERS'
BOARD FOR DEMARCATION OF WORK IN
CONNECTION WITH THE ASSOCIATED YARDS
AT THE HARTLEPOOLS, STOCKTON, AND
MIDDLESBROUGH.**

Functions of Board.

Object.—A Board shall be formed for the purpose of settling any difference which may arise either as to the definition of any clause in the Demarcation Lists: Hartlepool, dated January 1st, 1890; Stockton, dated February 1st, 1900; Middlesbrough, March 7th, 1893; or, as to the demarcation of work between Shipwrights and Joiners.

All disputes as to the demarcation of work that cannot be settled by the parties themselves in the yard in which they arise, shall be submitted to the Board.

Constitution.

Representation.—The Board shall consist of three Shipwrights, three Joiners, and three Employers.

Election.—The members forming the Board shall be nominated by their respective Constituents once a year, and shall serve for 12 months. When required by any of the parties, a meeting of the Board must be held within six days.

Substitutes.—If any member gives notice to his Secretary that he will not be present at any meeting of the Board, a substitute may be appointed to act in his place.

Chairman.—The Board shall elect one of their number to act as Chairman, and to regulate the proceedings on the foregoing basis.

Secretary.—The Employers' Secretary shall act as Secretary to the Board.

Procedure.

First Instance Procedure.—In the event of any dispute arising, the disputants shall endeavour to settle the matter in the yard concerned, in the first instance through the yard representatives and a representative of the firm, who shall be immediately notified that such dispute has arisen.

Or, if in the opinion of the firm the work is not urgent, it may be suspended, if desired by either of the yard representatives, for not more than three days to allow of the District Delegates on both sides attending and jointly conferring with the firm's representative.

Temporary Decision.—Failing a settlement being effected as above, ^{and} _{or} in cases where the work is urgent, a temporary decision shall be given by the firm's representative, but said decision must not be adduced in evidence or in any way used to prejudice the ultimate arrangement of the question.

The said decision must then be forthwith submitted to the Board for adjudication, but in no case are the men to cease work or be paid off through demarcation differences.

Quorum.—Two from each trade and two Employers must be present to form a quorum.

Witnesses.—The representatives of the party making the complaint or claiming to do any work, shall state their case to the Board, and both parties shall have power to call witnesses, and also to cross-examine. The number of witnesses shall not exceed three for each trade.

Custom of Port.—Where a difference occurs respecting a job previously done in the port, no outside evidence shall be introduced relating to the practice in another port or district.

No Stoppage of other Work.—In all cases, work other than the job in dispute shall go on without stoppage, pending decision.

Equal Voting Power.—In all cases the voting power of the three parties on the Board shall be equal, *i.e.*, should one of the representatives of the three parties be absent, an equal number of the representatives of the other two parties shall abstain from voting.

Tie Vote.—Should a tie in voting on any question that may be submitted to the Board arise through the absence of any member, the decision on such question shall be adjourned to a full meeting of the Board.

Decisions.—The decisions of the Board shall apply to all yards in the port, and stand good for 12 months, and for such further time as they are not called in question, by being brought before the Board for re-consideration.

The decisions of the Board shall be printed in an appendix from time to time.

Finance.

Expenses.—Each of the parties represented shall bear their own expenses and their share of the expenses of the Board.

MERSEY BOILERMAKERS' AND SHIPWRIGHTS' DEMARCATIION BOARD.

Constitution.

Representation.—That the Board consist of three Members from each Trade, the paid Delegates to sit *ex-officio*.

Substitutes.—That the Board be elected for twelve months from January 1st, and in the event of any Representative not being able to attend, through illness, or leaving the district, shall have power to elect a substitute.

Duration of Board.—That this Board shall exist for twelve months from January 1st, and if business conducted during that term be considered satisfactory, shall be extended *pro tem.* from November 1st.

Independent Chairman.—That three Members of the Federation be selected jointly to act as Independent Chairman, the Delegates to arrange with one of the three when a Meeting is convened.

Procedure.

Meetings.—The Delegates to have power to convene the Board when they consider it necessary, but any disputed job must be considered within six days from the time of dispute.

The Meetings of the Board shall be arranged by the paid Delegates, they notifying the time and place of meeting to the Representatives of their Societies.

Reference to Chairman.—That all questions of dispute submitted to the Board must be settled. When both sides fail to agree, the Chairman to have the power to decide. The said decision to be binding for twelve months.

Chairman's Decision.—That the Chairman gives his decision in forty-eight hours.

No Suspension of Work.—That in all cases of dispute, no stoppage of work must occur, but the said dispute must be reported to the Delegate of the Society complaining, who will have power to interview the other Delegate, and they to give a temporary decision that work may proceed; such decision to stand good until the Board's final settlement. (No temporary decision to form a precedent.)

Finance.

Expenses.—That all expenses incurred by this Board shall be met jointly by both Trades (except Representatives' expenses).

LIVERPOOL AND BIRKENHEAD DISTRICTS STANDING COMMITTEES OF SHIPWRIGHTS, JOINERS AND EMPLOYERS, FOR DEMAR- CATION WORK.

Functions of Committee.

Object.—A Committee shall be formed for the purpose of arranging any difference that may arise either as to the definition of any clause in lists or as to the demarcation of work arising between Shipwrights and Joiners in the Liverpool or Birkenhead Districts.

All differences which cannot be settled by the parties themselves in the yard or on the job on which they occur shall be submitted to the Committee.

Constitution.

Representation.—The Committee shall consist of four Joiners, four Shipwrights, and a Representative from the Employers who shall act as Chairman.

- *Election.*—The Members forming the Committee shall be nominated by their respective constituents once a year, and shall serve for twelve months. When required by either of the parties a Meeting of the Committee must be held within six days of request.

Chairman.—The Chairman shall regulate the proceedings on the foregoing basis, and the decisions of the Committee, Chairman or Referee, as the case may be, printed in an appendix form from time to time.

Referees.—On the constitution of the Committee they shall at once proceed to elect four Referees, who must be experts, but no Referee shall be called in who is connected with the firm in which the dispute to be settled has occurred.

Secretaries.—The Secretary of the Birkenhead Shipbuilders' Association, and the Secretary of the Liverpool Shipbuilders' Association, will act as Secretary of the Standing Committee and Referee Board within their respective Districts; but each trade may bring their own Secretary to any of the Meetings.

Procedure.

Temporary Decisions.—On a difference arising on any job the Representative of the trade complaining shall see the Representative of the other trade concerned, and they jointly shall intimate in writing the difference to the firm, whose Representative shall immediately investigate the matter with the view of endeavouring to arrive at a settlement. But in the event of being unable to mutually arrange the difference, in order that work may proceed and irritating stoppages be prevented, while at the same time perfectly safeguarding the legitimate rights of each trade, the firm shall be empowered in cases of emergency to give a *temporary* decision; but said decision must not be used to prejudice the ultimate arrangement of the question. The question must then be forthwith submitted to the Standing Committee for adjudication, and in no case are the men to cease work or be paid off through demarcation differences.

Substitutes, Quorum, Voting.—If any Member gives written notice to his Trade Secretary that he is unable to attend any Meeting of the Committee, a substitute may be appointed to act in his place; at least five must be present to form a quorum. In all cases the voting power of the two trades shall be equal.

Witnesses.—The Representative of the party making a complaint, or claiming to do any work, shall state their case to the Committee, and all parties shall have power to call witnesses from the Liverpool or Birkenhead Districts.

Reference to Referees.—When the Committee cannot arrive at a settlement, the Chairman by the unanimous wish of the Members of the Committee shall be entitled to give a decision, but otherwise shall not have a vote,—failing an agreement, the matter must go before one of the selected Referees, who will be communicated with by a letter sent and signed by the Secretary of the Employers' Association. In the event of this Referee being unable to act, another to be written to until one is obtained.

Duration of Decisions.—The decision of the Committee, the Chairman, or Referee, as the case may be, shall apply to all the yards in the respective districts, and stand good for twelve months, and for such further time as they are not called in question by either of the trades.

Revision of Rules.

Notice of Alteration.—The foregoing Rules shall not be altered except one of the parties give six months' notice, which must not terminate before July 31st, 1901.

Finance.

Expenses.—Each of the parties represented on the Committee shall bear their own expenses, but the Joiners' and Shipwrights' Societies shall bear the expenses of the Reference Board, unless where a claim is held by the Referee to be frivolous, when the party bringing forward such claim and failing to substantiate the same shall, if ordered by the Referee, pay the whole of the expenses incurred.

CLYDE STANDING COMMITTEE OF SHIP- WRIGHTS, JOINERS, AND EMPLOYERS FOR THE DEMARCATION OF WORK.

Functions of Committee.

Object.—A Committee shall be formed for the purpose of arranging any difference which may arise either as to the definition of any clause in the lists, or as to the demarcation of work arising between shipwrights and joiners in Clyde shipyards.

All differences which cannot be settled by the parties themselves in the yard in which they arise, shall be submitted to the Committee.

Constitution.

Representation.—The Committee shall consist of three shipwrights, three joiners, and three employers.

Election.—The members forming the Committee shall be nominated by their respective constituents once a year, and shall serve for twelve months. When required by any one of the three parties, a meeting of the Committee must be held within six days of date of request.

Chairman.—The Committee shall have power to elect one of their number to act as chairman, and to regulate their proceedings on the above basis, their decisions to be printed in an appendix from time to time.

Referees.—On the constitution of the Committee, they shall at once proceed to appoint a gentleman to nominate twelve or fifteen disinterested gentlemen as referees.

- Procedure.

Temporary Decisions.—Should a dispute arise which cannot be mutually arranged by the parties themselves in the yard in which it occurs, in order that work may proceed and irritating stoppages prevented, while at the same time perfectly safeguarding the legitimate rights of either trade, the individual firm shall be empowered to give a *temporary* decision; but said decision must not be adduced in evidence or in any way used to prejudice the ultimate arrangement of the question. The said question must then be forthwith submitted without delay to the Standing Committee for their consideration and decision.

Evidence.—The representatives of the party making a complaint, or claiming to do any work, shall state their case to the Committee, and all parties shall have power to call witnesses from any of the yards on the river.

Substitutes, Quorum, Voting.—If any member give written notice that he may be unable to attend the meetings of the Committee for six weeks, a substitute may be appointed to act in his place. Six to form a quorum. In all cases the voting power of the three parties represented on the Committee shall be equal, *i.e.*, should one of the representatives of either of the three parties be absent, an equal number of the representatives of the other two parties shall abstain from voting. Should a tie in voting, on any question that may be submitted to the Committee, arise through the absence of any member, the decision on such question shall be adjourned to a full meeting of the Committee.

Appeal to Referees.—Should the representatives of any of the parties forming the Committee be dissatisfied with any of its

decisions, they may, at the time, or within three days of such decision being given, demand that it shall be referred to three of the nominated referees, one to be chosen by each party at a joint board meeting without any party having any communication with the nominees; the Secretary to inform them of their selection, and the decision of such three referees shall be final.

Duration of Decisions.—The decisions of the Committee, or referees, as the case may be, shall apply to all yards on the river, and stand good for twelve months, and for such further time as they are not called in question by being brought before the Committee for re-consideration.

Finance.

Payment of Expenses.—Each of the three parties represented on the Committee shall bear their own expenses.

Expenses of Appeals.—Should the referees confirm the previous decision of the Committee, the party appealing against such decision shall pay the whole expense of the appeal; but should the referees set aside the previous decision of the Committee, then the expense of the appeal shall form part of the general expenses of the Shipwrights' and Joiners' Committees.

OTHER METAL TRADES.

THE CONCILIATION BOARD OF THE BRASS- FOUNDRY TRADE.

[The Boards of Conciliation for the Gas and Electric Light Fittings Trade and the Water, Steam, and Beer Fittings Trade have similar Rules.]

Functions of Board.

Object.—The objects of the Board shall be the amicable settlement of all disputes between the manufacturers of, and workmen engaged in, Brassfoundry, as to the amount of day wages, piece-work prices, and the hours and conditions of labour.

Constitution.

Representation.—The Board shall consist of a member of each of nine firms belonging to the Manufacturers' Association, and an equal number of men belonging to the Workmen's Society.

Dissolution.—In case the Manufacturers' Association or the Workmen's Association wish to dissolve the Board, they may do so by giving three months' notice to the Secretary of the other Association.

Chairman and Vice-Chairman.—At their first meeting the Board shall elect a Chairman from amongst the representatives of the Manufacturers' Association, and a Vice-Chairman from among the representatives of the Workmen's Society, both of whom shall hold office for one year. In case of the absence of the Chairman, the Vice-Chairman shall take the chair. All meetings of Board shall be at Seven p.m. when practicable. In the event of any member being unable to be present, the Secretary on either side shall be entitled to send a representative of such member, and no meeting shall be held unless there be an attendance of at least four representatives of each Association. The Chairman and Vice-Chairman shall each have one vote only (without a casting vote).

Secretaries.—The Secretaries of the two Associations shall act as Joint Secretaries to the Conciliation Board.

Duties of Officers.

Secretaries.—They shall record the proceedings of the meetings, and each Association shall have a copy.

All meetings of the Board shall be convened by circular signed by the Joint Secretaries. Not more than seven and not less than

three clear days' notice of all meetings, stating the business to be transacted, shall be given, and no other business shall be transacted.

Procedure.

First Instance Procedure.—No dispute shall be brought to the notice of the Board until all reasonable effort has been made to settle the dispute in the ordinary manner, viz.:—Firstly, by negotiations between the employer and his employees, and secondly, by negotiations between the employer and the officials of the National Society of Amalgamated Brass Workers.

Disqualification of Members personally concerned.—If any member of the Board is personally concerned in any dispute referred to the Board, it shall be competent for either Secretary to object to his participating in the discussion, and notice to that effect shall be given two days' before the meeting, to the Secretary of the Association to which the member belongs, and such Secretary shall summon another member of his Association to sit on the Board whilst the dispute is under consideration.

Evidence.—Any member of either Association shall, if called upon, appear before the Board to give evidence as to any matter which may be under consideration.

Voting, and Reference to Board of Trade.—Should the two Secretaries declare a question contentious, only an equal number shall take part in the voting. Any matter which cannot be amicably settled by the Board, shall be referred to the Board of Trade to be dealt with under the Conciliation Act, 1896.

Cases affecting the Trade generally.—No notice shall be given by the employers to the workmen as a body of any alteration in the bonus, working hours, or any other matter which is to be applied generally unless the same has been sanctioned by a General Meeting of the said Master Brassfounders' Association; and in like manner no application shall be made by workmen to the employers as a body for any increase of the bonus, reduction of the hours of labour, or any other matter which is to be put in force throughout the trade, unless the same has been decided upon by a General Meeting of the said National Society of Amalgamated Brass Workers.

No Suspension of Work.—No member of the Workmen's Association shall leave his work on account of any dispute as to the condition of his labour, or to the prices paid; neither shall any member of the Manufacturers' Association stop his employees from their work, or lock them out on account of any such dispute, until the dispute has been referred to, and adjudicated upon by, the Conciliation Board.

Finance.

Expenses.—The Board shall pay all administrative expenses which it may incur.

Other.

Freedom of Action to Workpeople on Board.—No workman shall be prejudicially affected in his relationship to his employer, or to his fellow workmen, by any action he may take in fulfilment of his duties as a member of the Board, or because of any evidence which he may give to the Board; and the employer of any workman, being a member of the Board, or of any workman whose presence before the Board may be necessary, shall give facilities for attending any meeting that may be held during working hours.

THE SOUTH STAFFORDSHIRE BOLT AND NUT TRADE WAGES BOARD.

Functions of Board.

Object.—The object of the Board shall be to deal from time to time with the wages paid for hand-forged work in the Bolt and Nut Trade.

Constitution.

Representation.—The Board shall consist of employers and workmen in the South Staffordshire and District Bolt and Nut Trade who sign a declaration that they will adhere to the rate of wages from time to time authorised by the Board and to the rules and regulations of the Board.

Election.—The employers and workmen shall each appoint 12 delegates, who shall represent them at the meetings of the Board.

Withdrawal.—Any member may withdraw from the Board by giving one calendar month's notice, and he shall then be no longer bound by the regulations of the Board, except as to such matters as at the time of his notice of resignation are binding on the Board for a longer period than one month.

Chairman.—The Chairman of the Board shall be elected annually from among the employers' delegates.

Secretaries.—Each section of the Wages Board shall appoint and pay its own secretary, and separate expenses, but the joint expenses of the Board shall be borne equally by the employers' and workmen's sections.

Duties of Officers.

Chairman.—The Chairman of the Board shall preside at all meetings of the Board at which he is present, and if he is absent from any meeting a chairman shall be elected from among the employers present. The Chairman's ruling on all matters of procedure shall be final.

Secretaries.—If at any time the general body of employers or of the workmen, or any three members of either section of the Board, wish to call a meeting of the Board to consider any special matter, they shall, through their secretary, notify to the secretary of the other section of the Board their wish to hold a special meeting of the Board, at the same time stating the nature of the special business they wish to deal with. The secretaries shall then arrange for a meeting at a convenient date, and shall specify in the notices to the delegates calling the meeting the nature of the special business to be dealt with.

Procedure.

Meetings.—Four times at least in every year a meeting of the employers' and workmen's delegates shall be held to transact the general business of the Board.

Notice of Meetings.—Fourteen days' notice shall be given of any Meeting of the Board.

Notice of Change in Wages.—One month's notice of any change in the rate of wages shall be given either by employers or workmen.

Quorum.—Four employers' delegates and four workmen's delegates shall form a quorum.

Voting.—No resolution of the Board shall be deemed to be carried unless it is approved both by a majority of employers' delegates, and by a majority of workmen's delegates present at a meeting, and voting shall be by show of hands.

Reference to Arbitration.—In case the Board is unable to settle any matter brought before it, not less than three-fourths of the employers, or not less than three-fourths of the workmen present at the meeting may claim to have the matter referred to arbitration, and the Board shall nominate an arbitrator, but if the Board cannot agree on an arbitrator, then the Mayor for the time being of the City of Birmingham shall be requested to nominate one, and his choice shall be binding on the whole Board.

Decisions Binding.—The decision of the arbitrator shall be binding on the whole Board.

Revision of Rules.

Alterations.—No alteration shall be made in these rules except at a general meeting of the Board, and notice of any proposed alteration shall be given in the circular calling the meeting.

Finance.

Guarantee Fund.—The sum of £199 6s. 5d. at present standing to the credit of the Board at the London and Midland Bank shall constitute a guarantee fund of the Board, which shall remain on deposit at the Bank or be invested in such other manner as the Board may from time to time determine. Any further contributions to the guarantee fund resolved upon by the Board shall be paid one-half by the employers and one-half by the workmen.

Application of Guarantee Fund.—The guarantee fund shall be applied by the Board in such manner as it thinks fit for the purpose of carrying out its arrangements, and in any case where any member or members refuse to carry out the arrangements of the Board, the fund shall be applied in supporting the masters or workmen as the case may be.

LANDORE TUBE WORKS CONCILIATION BOARD.

Functions of Board.

Object.—It is agreed that a Conciliation Board be formed at the Company's Works at Landore, which shall deal with every question affecting wages, or conditions of labour, which may arise between the Company and the Trades' Union.

Constitution.

Representation.—The Conciliation Board shall consist of representatives from the Company and a representative from each department, or section of departments, which is concerned in the question at issue, concerning wages and conditions of work, accompanied by a representative of the Trade Union.

Duration of Board.—This agreement shall, except as provided in clause 11 (*i.e.*, Revision of Rules), remain in force until June 30th, 1905, and after that date either party or parties to this agreement may sever their connexion by giving six months' notice, which must terminate on June 30th of any year.

Procedure.

Appointment of Sub-Committee.—A permanent sub-committee of three shall be appointed from either side, to deal with any grievance arising, other than those cases which should be dealt with in accordance with Rules 5 and 6 (*i.e.*, the two rules next following).

Notice of alterations.—Any department requiring an alteration in their wages, or piece rates, shall submit the same through the Executive Council of the Union, who shall consider the same for submission to the conciliation Board. In the event of the firm requiring any re-adjustment of either wages or conditions of work, notice shall be given by them to the official representative for the time being of the Trades' Union. In either of the above events, the Conciliation Board shall be convened to discuss the matter, providing that such applications are made in accordance with the requirements of the foregoing rules.

Submission of cases.—Alterations in wages or conditions of employment (if any) are to take place on the First Monday in July in each year. Notifications of any intended alterations must be in the hands of either party on or before the Second Monday in May of each year. The Conciliation Board must meet within seven days of such notification, and must discuss and settle all matters within three weeks from the above time. Failing a settlement of any matter, the question or questions in dispute must be referred to two Arbitrators, one to be appointed by either side, at the last meeting prior to the expiration of the three weeks above referred to. Evidence and all particulars must be given by either side, and the award of the Arbitrators given in fourteen days. Failing an award they must immediately appoint an Umpire, whose decision must be given by the First Monday in July. The decision of the Conciliation Board, or the Arbitrators, or the Umpire appointed by the Arbitrators, shall be final and binding on both parties.—If either of the parties fail to appoint an Arbitrator, or fail to assist in appointing an Umpire in due time, the other party is entitled to apply to the Board of Trade to appoint an Arbitrator, whose decision shall be binding and final on both parties.

New Methods of working.—In the event of the introduction of any new machinery or desired change in the system of working, either party to this agreement desiring an alteration in piece rates shall give one month's notice to the other party, or parties, concerned, providing that the same forms shall be gone through as set forth in clauses 5 and 6 (*i.e.*, the two rules immediately preceding).

Reference to sub-committee.—Any departmental or sectional grievance, other than wages, the matter must be submitted to the

Conciliation Board sub-committee, which may be convened at any time to discuss the matter, providing the same forms shall be gone through as set forth in clauses 5 and 6.

No suspension of work.—It is agreed no stoppage of work shall take place but that all questions either of departmental or sectional wages or grievances shall be settled by the Conciliation Board, or the sub-committee, as stated, or failing their agreement by the Arbitrators appointed, or the Umpire appointed by the Arbitrators, in accordance with the conditions provided in clause 6.

Revision of Rules.

Alterations.—It is agreed that no alteration to this agreement can be made except by consent of both parties, without six months notice being given by either side.

Other Rules.

Leave of absence for workmen.—Workmen acting as representatives on Wage Board to have leave of absence from their work without prejudice to their employment on such days, or portion thereof, that they may be required to attend meetings properly convened under the agreement.

Pledge to support the agreement.—It is agreed by virtue of this agreement between the Company and Trades Union, that either will assist in any legitimate way the proper working of the agreement in an amicable manner.

TEXTILE TRADES.

BROOKLANDS AGREEMENT IN THE COTTON SPINNING INDUSTRY.

[There is not a Conciliation Board for the Cotton Spinning Industry, but the Brooklands agreement provides for conciliatory methods of settling disputes as shown in the clauses given below.]

That in future no local Employers' Association, nor the Federated Association of Employers, on the one hand, nor any Trades Union or Federation of Trades Unions on the other hand, shall countenance, encourage, or support any lock-out or strike which may arise from, or be caused by any question, difference, or dispute, contention, grievance, or complaint, with respect to work, wages, or any other matter, unless and until the same has been submitted in writing by the Secretary of the local Employers' Association to the Secretary of the local Trades Union, or by the Secretary of the local Trades Union to the Secretary of the local Employers' Association, as the case may be; nor unless and until such Secretaries or a Committee consisting of three Representatives of the local Trades Union with their Secretary, and three Representatives of the Employers' Association with their Secretary, shall have failed, after full enquiry, to settle and arrange such question, difference, or dispute, contention, complaint, or grievance, within the space of seven days from the receipt of the communication in writing aforesaid; nor unless and until, failing the last-mentioned settlement or arrangement, if either of the Secretaries of the local Trades Union or local Employers' Association shall so deem it advisable, a Committee consisting of four Representatives of the Federated Association of Employers, with their Secretary, and four Representatives of the Amalgamated Association of the Operatives' Trade Unions, with their Secretary, shall have failed to settle or arrange, as aforesaid, within the further space of seven days from the time when such matter was referred to them, provided always that the Secretaries or the Committees hereinbefore mentioned, as the case may be, shall have power to extend or enlarge the said periods of seven days whenever they may deem it expedient or desirable to do so. Should either the local Employers' Association or the local Operatives' Association fail to call such a meeting within seven days (unless by consent of the other side), then the party which has asked for the meeting shall have the right to at once carry the question before the Joint Committee of the Employers' Federation and the Operatives' Amalgamation without further reference to the local Association, and should either the Employers' Federation or the Operatives' Amalgamation fail to deal with the matter in dispute within a further

seven days then either side shall be at liberty to take such action as they may think fit.

Should a firm make any change which when completed involves an alteration in the work or rate of wages of the Operatives which is considered not satisfactory by them, then the firm shall at once place the matter in the hands of their Association, who shall immediately take action as per Clause 6, failing which the Operatives involved shall have the right to tender notices to cease work without further notice to the Employers' Association. When a settlement is arrived at, it shall date from the time the change was made.

There shall not be placed upon any Joint Committee of the Federated Association and the Amalgamated Association more than one member of the local Employers' Association and one member of the local Trades Union, in addition to the respective Secretaries of these bodies. The rest of the said Joint Committee shall consist of persons who have not locally adjudicated upon the matter in question. It is understood that in case of unavoidable absence of Secretary a substitute may be present to act in same capacity as Secretary.

JOINT COMMITTEE OF EMPLOYERS AND OPERATIVES IN THE COTTON WEAVING INDUSTRY IN N. AND N.E. LANCASHIRE.

Functions of Committee.

Object.—The object for which this Joint Committee of Employers and Operatives is established is to consider in their preliminary stages all Trade Disputes occurring in the Weaving department, and coming within the knowledge of the Officials of the Operatives' Amalgamation, within the district of North and North-East Lancashire, and thereby endeavouring to preserve good feeling between Employers and Operatives.

Constitution.

Representation.—The Joint Committee shall consist of twelve members, composed of six representatives of the Employers, and six representatives of the Weavers of North and North-East Lancashire, selected by the Employers' and Weavers' Associations respectively.

Procedure.

Notice of Meeting.—Either party may cause a meeting to be convened by giving a notice in writing, stating the object for which such meeting is desired. Not less than seven days' notice of each meeting shall be given, and it shall be held within ten days of such notice, without fail. The Employers' notice may be addressed to MR. JOSEPH CROSS, and the Operatives' notice

to MR. JOHN TAYLOR and MR. F. A. HARGREAVES respectively. Meetings shall not be held oftener than once a month, except adjourned meetings.

Place of Meeting.—The Meetings shall be held at such time and place as the Joint Committee may determine.

Adjournments.—Meetings may be adjourned from time to time at the discretion of the Joint Committee.

Date from which Decisions take Effect.—That alteration of any prices in the final settlement of any dispute shall date from the time the complaint was made in writing by the local Secretary of the district.

No Authority to come to Final Decision.—The business of the Joint Committee being preliminary and consultative only, it is hereby expressly declared that it is not authorized to come to any final conclusion upon any of the matters brought under its notice. The Employers' section and the Operatives' section shall respectively report to their constituents as to the general results of the various discussions.

Proceedings Confidential.—Subject to the before-mentioned conditions, the proceedings of the Joint Committee shall be regarded as strictly private and confidential. Every question discussed, every statement made, and every opinion expressed, shall be treated by each member as strictly private and confidential, and shall not be communicated to any outside person or to the Press, except by direction or permission of the Joint Committee.

The name of any member of the Joint Committee, or the particular part taken in any of the discussions, shall not be quoted at any public meeting.

No Notice of Stoppage until Committee have considered Dispute.—That all disputes occurring in the weaving department, within the district of North and North-East Lancashire, should be brought first before a local meeting of Employers and Operatives, and failing settlement should be brought before this Joint Committee prior to any notices for a strike being given by either Employers or Operatives.

NOTTINGHAM LACE TRADE GENERAL PURPOSES COMMITTEE.*

Functions of Committee.

Object.—The object of the General Purposes Committee shall be to confer on any questions that may be referred to it, and to interpose its influence to secure the settlement of any dispute that may arise. No question to be entertained unless the employees are at work.

* The levers section of the trade have withdrawn from the Committee, but the curtain and plain net sections still continue their membership.

Constitution.

Representation.—The Committee shall consist of 23 Manufacturers and 23 Operatives, nine of each to form a quorum; the Manufacturers to elect 11 Levers, six Curtain, and six Plain Net Representatives; the Operatives to elect 11 Levers, six Curtain, and six Plain Net Representatives. The Manufacturers to be chosen by the Lace Manufacturers' Association; and the Operatives by the Amalgamated Society of Operative Lace Makers. The whole of the Delegates to serve for one year, and to be eligible for re-election. The new Council to be elected in the month of January in each year.

President, Vice-President and Secretaries.—The Committee shall, at the first meeting in each year, elect a President, Vice-President, and two Secretaries, who shall continue in office one year, and shall be eligible for re-election.

Procedure.

Meetings.—The Committee shall meet for the transaction of business when occasion requires.

Notice of Case.—Either party to any dispute shall forward a written statement of the case to the Secretaries, who shall, within seven days of receiving such statement, call a meeting to consider the question.

Consideration of Cases.—All cases in dispute shall, in the first instance, be submitted to that section of the Committee which represents the branch of trade implicated. Quorums shall be formed as follows:—Levers, five Representatives from each Association, Curtain three, and Plain Net three. Should the section fail to agree upon any recommendation for the settlement of the question referred to it, such question shall then be submitted to the full Committee, whose final vote shall be taken by show of hands or ballot. No question in dispute shall be discussed by the section and full Committee for a longer period than one month before being voted upon. Should the numbers then be equal, the question shall be dealt with under Rule 8.

Reference to Board of Trade.—Should the vote of the full Committee on any question (the vote having been taken by show of hands or by ballot) result in an even number of votes being cast for or against, each Association shall (within fourteen days) have the privilege of consulting its own constituents, and should the Committee then fail to agree, the question in dispute shall, within a further fourteen days, be referred to the Board of Trade, whose decision shall be final.

Equality in Voting.—When at any meeting of the Committee the number of Employers and Workmen is unequal, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each shall vote. The withdrawal of the members of whichever body may be in excess to be by lot.

Decisions Binding.—The decision of the Committee shall be final and binding on the parties to any dispute submitted to it.

Revision of Rules.

Alterations and Additions.—No alteration or addition shall be made to the Rules except at a Special Meeting convened for the purpose. Any member of the Committee intending to propose an alteration or addition shall furnish the exact terms thereof (in writing) to the Secretaries twenty-eight days before such meeting, and the Secretaries shall give twenty-one days' notice of the same to each member of the Committee.

Finance.

Expenses.—Any expenses incurred by this Committee shall be borne equally by the Operatives and Employers.

BRADFORD DYERS' ASSOCIATION WAGES BOARD.

Functions and Constitution of Board as defined in Agreement of 18th August, 1899, between the Bradford Dyers' Association, Limited, and the Workmen's Societies.

A Wages Board, consisting of an equal number of Employers and Workmen, shall be formed, its functions being to settle all differences between Employers and Workmen as to wages, conditions of labour, or any dispute that may arise, provided the parties concerned cannot come to a mutual understanding and agreement.

All decisions of the Wages Board shall be binding on all and every person who may sign or cause to be signed this Agreement, either personally or through their representative.

In the event of the Wages Board not being able to come to a decision, each side shall appoint an Arbitrator, who shall be furnished with all necessary information, shall be allowed the inspection of all necessary books and documents, and may call any person as witness, and the decision of the Arbitrators shall be binding.

Any person or persons failing to carry out the decisions of the Wages Board, or of the Arbitrators appointed shall be subjected to a penalty as the Wages Board may decide.

A fixed sum of £500 each shall be deposited on behalf of the Workmen's Unions and of the Bradford Dyers' Association, Limited, and all penalties shall be disposed of as the Wages Board may decide.

THE BOARD OF ARBITRATION AND CONCILIATION FOR THE EMPLOYERS (DYERS) AND THEIR WORKMEN (DYERS), OF LEICESTER AND THE NEIGHBOURHOOD.

Function of Board.

Object.—That the object of the said Board shall be to arbitrate on any questions or disputes affecting the Trade which shall be referred to it from time to time by the Employers and Workmen, and by conciliatory means to settle such questions or disputes.

Constitution.

Representation.—That the Board shall be constituted as follows: viz.—6 Employers and 6 Workmen; 3 Employers and 3 Workmen to form a quorum. The Employers shall be elected by a general meeting of their Association, and the Workmen shall be elected by a general meeting of their Union. The whole Board to serve for one year, and to be eligible for re-election. The new Board to be elected as aforesaid by the said Association and Union previous to the Annual Meeting of the Board to be held on the second Friday in February in each year.

Vacancies.—That in case of the death or removal from the County of Leicester of any member of the Board, his successor shall be elected by the Association or Union he represented, who shall serve until the expiration of the Board at the next annual meeting.

President, Vice-President, and Secretary.—That the Board shall at its Annual Meeting elect a President, Vice-President, and a Secretary, all of whom shall continue in office for one year and be eligible for re-election.

Chairman.—That in the absence of both President and Vice-President, a Chairman shall be elected by the majority of members present entitled to vote as aforesaid, the Chairman to have one vote only.

Procedure.

Meetings.—That the Board shall meet for the transaction of business only on a requisition in writing to the President signed by the President of the Workmen's Union and the Secretary of the Employers' Association, specifying the nature of the business to be transacted. The President shall then within seven days cause a meeting to be convened of its members, and the circular calling such meeting shall specify the business, and only the business so specified shall be discussed and transacted. But in urgent cases a meeting may be called in three days.

That the Board shall meet at such time and place and adjourn from time to time and place to place as shall by resolution be

decided by a majority of the members present entitled to vote as per Rule 10 (*i.e.*, second clause under Final Reference).

First reference of dispute.—That all questions or disputes which may arise shall first be referred to the President of the Workmen's Union and the Secretary of the Employers' Association (who shall be empowered to call witnesses), and if they should be unable to amicably settle the matter, then it shall be referred by them to the Board for settlement.

Evidence.—That all questions or disputes submitted to the Board shall be conducted by members of the Board only, with power to call witnesses on either side.

Final Reference.—That the voting on all business brought before the Board shall be by ballot only, and in case of votes being equal, then the matter, if not amicably settled, be referred to an Umpire who shall be the Mayor of Leicester for the time being, or some other person he may appoint, whose decision shall be binding and conclusive.

Equal Voting Power.—If at any meetings of the Board the number of Employers and Workmen be unequal, all present shall have the right of fully entering into the discussion of any matters brought before them but only an equal number of each shall vote. The withdrawal of the members from voting of whichever body may be in excess, shall be decided previous to any discussion taking place.

No suspension of work.—That in case of any dispute, work shall be continued by the men, and the same shall be paid for by the Employer or Employers in whose employ the men may be at the time of dispute as previously until the decision of the Board is arrived at, and in no case shall a strike by the Workmen, or a lock-out by the Employers, take place until the matter in dispute shall have been referred to the Board, and, if necessary, to the Umpire for decision.

Revision of Rules.

Alterations and Additions.—That no alteration or addition be made to these rules except at a special meeting convened for that purpose, and notice of any proposed alteration shall be sent to the Secretary in writing one month previous to such meeting.

Finance.

Expenses.—That all expenses incurred by the Board shall be borne equally by the Employers' Association and the Workmen's Union.

Other.

Freedom of workpeople.—That all workmen delegates to the Board shall be as free as employers to express their opinions without fear or favour; and no workman shall be dismissed from his employment for any action he may take on the Board.

BOOT AND SHOE TRADE.

**STANDING COMMITTEE FOR THE LOUIS XV.
HEEL TRADE, LONDON WHOLESALE.**

(Similar rules are in force for the Joint Standing Committee in connection with the Government Boot and Shoe Contractors.)

Functions of Committee.

Object.—That a Standing Committee be appointed to deal with all questions relating to the hand sewn Louis Heel trade.

Powers.—That the Committee shall have full power to settle all questions submitted to it concerning wages within its district, which it is found impossible to settle in the first place between employer and employed ; or secondly, between their representatives.

Constitution.

Representation.—That the Committee shall be constituted as follows :—Five representatives of the Manufacturers and five representatives of the Workmen, three of each to form a quorum. The representatives to be elected by a special or general Meeting of their respective bodies, who shall serve for one year and be eligible for re-election.

Vacancies.—Vacancies may be filled by each side of the Committee for the remainder of their year.

Chairman, Vice-Chairman, Secretary, and Committee of Enquiry.—That the Committee shall, at its first and Annual Meetings, elect a Chairman, Vice-Chairman, Secretary, and Committee of Enquiry, consisting of two Manufacturers and two Workmen, or appoint sectional or subsidiary Committees, consisting of two Manufacturers and two Workmen, who shall hold office in like manner to the Committee. In any case where two candidates proposed for the Chairmanship are of different classes, and the votes recorded for them are equal, the candidate belonging to the class from which the Chairman was not elected in the previous year shall be declared to be elected.

Umpire and Experts.—That the Committee at its first Meeting elect an Umpire, or failing to agree upon an Umpire request the President of the Board of Trade to nominate an Umpire. Any question referred to the Committee under these rules which it is unable to settle or determine, shall be remitted to the Umpire,

whose decision in each case shall be final and binding on all parties. Each party shall be entitled to appoint an Expert as adviser to the Umpire.

Temporary Chairman.—That if at any Meeting of the Committee both the Chairman and Vice-Chairman are absent, the majority present shall elect a Chairman. The Chairman shall only have one vote.

Procedure.

Meetings.—The Committee shall meet once at least in every year or upon the requisition of any three Members being lodged with the Secretary, who shall summon forthwith a Meeting of the Committee, giving five clear days' notice of the Meeting, and of the business to be settled.

Notice of Complaint.—That all complaints made to the Committee shall be in writing, and lodged with the Secretary prior to the summons to the Meeting.

Cases to be Settled within One Month of Notice given.—All cases in dispute shall be settled within one month after receipt of notice convening a Meeting unless otherwise agreed by both parties.

Voting.—That if at any Meeting of the Committee the number present is unequal, the right of discussion is reserved to all, but whichever body is larger than the other must withdraw by arrangement so many of their colleagues as are in excess before a question is put to the vote.

Conditions to remain Unchanged until Decision is given.—In the event of any dispute as to wages or otherwise, the same rate of wages that obtained prior to the dispute shall continue until a decision is given by the Committee.

No Suspension of Work.—That there must be no suspension of work either at the instigation of the Employers or Workmen, the main object of the Committee being to prevent this. If any suspension of work takes place, the Committee shall refuse to enquire into the matter in dispute till work is resumed; whilst the fact of its having been interrupted will be taken into account on considering the question. That in order that the complainant or complainants may not lose through waiting, any recommendation of the Committee, or any decision of the Umpire, if he shall think fit, may be made to date back to the time of the complaint being sent in.

Revision of Rules.

Alterations and Additions.—That no alteration or addition be made to these rules except at the Annual Meeting, or at a

Special Meeting convened for that purpose. Notice of any proposed alteration shall be given in writing one month previous to such Meeting.

Finance.

Expenses.—That any expenses incurred by the Committee are to be borne equally by the Employers and Workmen.

CONCILIATION BOARD OF THE MASTERS' AND JOURNEYMEN'S AMALGAMATIONS, CLOGGERS.

Constitution.

A Conciliation Board consisting of ten persons (five being selected by the Masters' Association, which number shall include the General Secretary of such Association, and five by the Workmen's Association, which number shall also include the General Secretary of that Association) shall be immediately formed. Such Board shall hold meetings as occasion arises, at such times and places as shall be mutually agreed upon, subject to this agreement, and no strike or lock-out shall be countenanced or supported by either Association unless and until the question, difference, dispute, contention, grievance, or complaint shall have first been dealt with as is provided in this agreement.

Representation.—The Masters' Association shall not select more than one of its five representatives from one town, unless such representative be its General Secretary, who shall be selected notwithstanding another representative has been selected from the town in which he resides. In like manner the Workmen's Association shall not select more than one of its five representatives from one town, unless such representative be its General Secretary, who shall be selected notwithstanding another representative has been selected from the town in which he resides.

Chairman.—The Chairman of the meetings to be held by the said Board shall change at alternate meetings—that is to say, one of the master's representatives shall take the chair at the first meeting, and one of the workmen's representatives at the second meeting, one of the masters' representatives again at the third meeting, and so on as long as the said Board is in existence.

Procedure.

Meetings.—The two General Secretaries shall jointly arrange the date, place, and time of meeting of the Conciliation Board, and shall prepare an agenda of the full business to be brought before it at such meeting, and nothing other than the actual points in dispute between the parties shall be discussed and dealt with at such meeting.

Submission of Questions.—All questions, differences, disputes, contentions, grievances, or complaints which shall hereafter arise shall be dealt with as follows:—The same shall first be submitted in writing by the Secretary of the local Employers' Association to the Secretary of the local Workmen's Association, or by the Secretary of the local Workmen's Association to the Secretary of the local Employers' Association, according to whichever side such question, difference, dispute, contention, grievance or complaint shall arise, and thereupon the same shall, within 14 days from the receipt of the communication in writing, be submitted to a local committee, consisting of representatives of the local Employers' Association and their Secretary, and representatives of the local Workmen's Association and their Secretary. In case such local committee fails to arrive at a satisfactory settlement, the matter shall, within 14 days after such failure be submitted to a meeting of the said Conciliation Board.

Evidence.—Each party to any question, difference, dispute, contention, grievance, or complaint, may select two members of its body to attend the meeting of the Board to give any necessary evidence, and generally to watch the matter in the interest of the party so selecting them, but the Board may require such persons to retire from the meeting at any stage thereof.

Equality in Number of Representatives.—Should any member of the Board be unable to attend a meeting thereof, then, if such member be a master, one of the workmen's representatives shall retire, and if such member be a workman one of the masters' representatives shall retire, so that the constitution of the Board at any meeting thereof shall be equal.

Record of Business transacted.—A full account of the business transacted at each meeting of the Board shall be transcribed into two minute books, one being kept by each of the General Secretaries. At or before the close of each meeting a record of the business so transacted and transcribed in the said minute books shall be read by the Chairman of the meeting, and, if correct, each book shall be signed by all the members of the Board present.

Decisions Binding.—Both the Associations bind themselves honourably to perform the provisions of this Agreement, and to abide by and carry out any decision which shall be arrived at by the Board.

Other.

Printing of Agreement.—A copy of this Agreement shall be printed and inserted in the general rule books of the Masters' Association and the Workmen's Association.

BOARD OF ARBITRATION AND CONCILIATION FOR THE BOOT AND SHOE TRADE OF NOR- WICH AND DISTRICT.

Functions of Board.

Object.—The object of the Board shall be to arbitrate on any questions or disputes affecting the trade, which may be referred to it by the employers or workmen, and by conciliatory means to interpose its influence, and settle such disputes.

Constitution.

Representation.—The Board shall be constituted of six employers and six workmen, each section to be elected at a General Meeting of its own Society ; three on each side to form a quorum. If at any Meetings of the Board, the number of employers and workmen should be unequal, all shall have the right of fully entering into the discussion of any matters brought before the Board ; but only an equal number of each shall vote. The Members of the Board to serve for one year, and to be eligible for re-election.

Vacancies.—That in case of the resignation, death, or non-attendance consecutively of any Member of the Board at four ordinary meetings, that section of the Board to which such Member belongs shall choose another person to fill the vacancy.

President and Vice-President.—The Board, at its first meeting, shall elect a President and Vice-President, who shall continue in office for one year. The manufacturers and workmen to be attended by their respective Secretaries at all Meetings of the Board.

Chairman.—That in the absence of the President or Vice-President, a Chairman shall be elected by those present ; the Chairman to have one vote only.

Procedure.

Meetings.—That the ordinary Meetings of the Board shall be called for alternate Mondays at Six o'clock, when thought necessary by the Secretaries, but the President and Vice-President jointly, may call a Special Meeting whenever they deem it necessary.

That two days' notice in writing shall be given by the respective Secretaries with the assent of the President or Vice-President, prior to any Meeting of the Board ; such notice to

contain particulars of the nature of the cases. Should any case occur in the interval, the Board shall, as far as possible, adjudicate upon it. An agenda shall always be prepared by the Secretaries of the business which has to come before the Board, and the Chairman shall read the same at the commencement of the Meeting.

Notice of Complaint.—With a view to meet any cases of complaint, the workman shall first bring the matter before the employer, or the man at the wicket ; should they not be able to agree, the workman shall then ask the Secretaries of the Board to see the employer respecting the complaint ; should they not be able to settle it, then the work in dispute, or such portion as they select, shall be marked by the Secretaries, and brought before the Board, who shall investigate the same. That in cases where the Secretaries are agreed, and shall determine that there is no necessity to bring the matter before the Board, the person then insisting shall pay the expenses of the reference, provided the judgment of the Board goes against the party so insisting. The expenses not to exceed two shillings and sixpence in each case.

Disqualification of Members personally concerned.—No employer or workman shall take part in any dispute where their establishments are concerned.

Reference to Arbitration.—That all questions which the Board are unable to decide shall be referred to an Arbitrator, agreed upon by the Board ; his decision to be final.

No Suspension of Work.—In cases of dispute, work shall be continued, pending the decision of the Board, and the work in dispute paid for at the old rate of wages ; but, if the work be of a new kind, it shall be paid for at such prices as may be agreed upon, or withdrawn until the decision of the Board has been given.

Revision of Rules.

Alterations and Additions.—That no alteration or addition be made to these Rules except at a Special Meeting of the Board, convened for the purpose, and notice shall be given to the Board, in writing, of such proposed alteration, one month previous to the meeting.

Finance.

Expenses.—That any expenses incurred by the Board, jointly, shall be borne equally by the respective Societies of employers and workmen.

BOARD OF ARBITRATION AND CONCILIATION FOR THE BOOT AND SHOE TRADE OF HINCKLEY AND DISTRICT. .

Functions of Board.

Object.—That the object of the said Board shall be to arbitrate on any questions or disputes affecting the trade that may be referred to it from time to time by the employers or workmen and by conciliatory means, to interpose its influence to put an end to such questions or disputes.

Constitution.

Representation.—That the Board be constituted as follows: six manufacturers and six workmen, and a reserve of three on each side. Three manufacturers and three workmen to form a quorum. The manufacturers to be elected by a public meeting of their own body; the workmen also to be elected by a public meeting of their own body. The whole of the Board to serve for one year, and be eligible for re-election. The new Board to be elected in the month of March in each year.

Officers.—That the Board shall, at its annual meeting, elect a President, Vice-President, Referee, and a paid Secretary, all of whom shall continue in office for one year, and be eligible for re-election.

Vacancies.—That in case of the resignation, death, or non-attendance of any Member of the Board, that portion of the Board to which such Member has been elected shall choose another person to fill up the vacancy, who shall serve till the expiration of the Board in the following March.

Procedure.

Meetings.—That a meeting of this Board be convened by the Secretary at least quarterly, provided any item of business stands adjourned from a Board Meeting, or for any business arising from Committee of Enquiry Meetings.

That the Board shall meet for the transaction of business, on a requisition to the President, signed by four members of the Board specifying the nature of the business to be transacted; the President shall, within fourteen days, convene a meeting of its members, and the circular calling such meeting shall specify the nature of the business.

Committee of Enquiry.—That a Committee of Enquiry be formed in each place, consisting of four Members of the Board, two employers and two workmen, who shall investigate the cases referred to it by the Secretary; any settlement effected

to be reported at the next meeting of the Board. If unable to amicably adjust the business, it shall be referred to the Board for settlement.

That all disputes be reported to the Secretary and that a meeting of the Committee of Enquiry be convened within three days to consider such report. The meeting to be held at the office of the firm where the dispute is in question, results to be reported by the Secretary at the subsequent Board Meeting.

It is agreed that in case of any dispute, work shall be continued and paid for as previous, but if the work be new, it shall be submitted to a Committee of Enquiry where dispute has arisen, who shall dispose of the question pending the decision of the Board. Any arrangement so arrived at shall not be used as an argument at the final decision of the Board.

Evidence.—That all questions or disputes submitted to the Board for their investigation be embodied in writing, stating as clearly as possible the nature of the question or dispute, such statements to be sent to the Secretary at least two days prior to the Board meeting.

Voting.—If at any meetings of the Board the number of employers and workmen is unequal, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each shall vote. The withdrawal of the Members of whichever body may be in excess to be by ballot.

Reference to Referee.—That in the absence of both President and Vice-President, a Chairman shall be elected by the majority present, the Chairman to have a vote; and in case of votes being equal, appeal shall be made to the Referee, whose decision shall be final.

Proceedings before Referee.—That all questions or disputes submitted to the Referee shall be conducted by Members of the Board, with liberty to call witnesses on either side, and the work in dispute to be submitted at all such meetings to the Referee for inspection.

Revision of Rules.

Alterations and Additions.—That no alteration or addition be made to these Rules, except at a Quarterly Meeting, or at a Special Meeting convened for that purpose. Notice of any proposed alteration shall be given in writing one month previous to such meeting.

Finance.

Expenses.—That any expenses incurred by the Board be borne equally by the employers and workmen.

BOARD OF CONCILIATION AND ARBITRATION FOR THE BOOT AND SHOE TRADE OF LEICESTER.

[The Rules of this Board may be taken as typical of the remaining Boards in the Boot and Shoe Trade.]

Constitution and Powers.

The Board shall be deemed to be constituted under, and bound by, the Terms of Settlement arranged at the Conference, held at the Offices of the Board of Trade, on the 19th day of April, 1895, between representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives.

That the Terms of Settlement mentioned in the preceding Rule II., and which are set out in the Schedule hereto, must be deemed to apply to the proceedings of the Board, and the Board shall have no power to over-ride or amend such Terms of Settlement, or to make rules which shall in any way contravene them.

In accordance with the Terms of Settlement, the Board shall have full power to settle all questions submitted to it concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within its district, which it is found impossible to settle in the first place between employer and employed, or secondly, between their representatives.

That every statement of wages, provision for minimum wage, regulations as to hours of labour, or conditions of employment, decision of the Board and Award of Arbitrators, shall apply in all cases where an employer and his workpeople are represented by the Board. Provided no Board shall claim jurisdiction over the conditions and terms of employment of workpeople outside its district. But no actual work shall be sent out of a district which has been the subject of an award in that district.

Representation.—That the Board shall be constituted as follows :—Six representatives of the manufacturers, and six representatives of the workmen, residents in the district ; three of each to form a quorum. The representatives to be elected by a Special or General Meeting of their own bodies, who shall serve for one year and be eligible for re-election. That no Member of the Board shall vote upon a question affecting an establishment in which he is directly interested as an employer or workman.

Vacancies.—That in case of resignation, death, or continued non-attendance of any Member of the Board, that side of the Board to which such Member has been elected may choose another person to fill up the vacancy, who shall serve until the Board retires.

Officers.—That the Board shall at its first and Annual Meetings elect a Chairman, Vice-Chairman, Secretary and Committee of Enquiry consisting of two manufacturers and two workmen, or appoint sectional or subsidiary Boards consisting of four manufacturers and four workmen, who shall hold office in like manner to the Board. In any case where two candidates proposed for the Chairmanship are of different classes, and the votes recorded for them are equal, the candidate belonging to the class from which the Chairman was not elected in the previous year shall be declared to be elected.

Umpire and Arbitrator.—That the Board at its first Meeting elect an Umpire, or in case of disagreement each side shall, within seven days, elect an Arbitrator, to whom shall be remitted for Arbitration any question referred to the Board under the Board of Trade terms of settlement, which it is unable to settle or determine. Should the two Arbitrators not agree, the question shall be referred to an Umpire appointed by themselves, or failing such an appointment, to an Umpire to be appointed by the President of the Board of Trade for the time being. The decision of the Umpire in each case shall be final and binding on all parties. In case of the death or resignation of an Umpire or Arbitrator his successor shall be appointed at the first subsequent Meeting of the Board.*

Temporary Chairman.—That if at any Meeting of the Board both the Chairman and Vice-Chairman are absent, the majority present shall elect a Chairman. The Chairman shall only have one vote.

Procedure.

Meetings.—That the Board shall meet at such times as it may determine, but not less often than once a quarter, and on a requisition signed by three of its members (specifying the nature of the business to be considered) being lodged with the Secretary, who shall within seven (but not in less than three) days notify the whole Board of such meeting, stating the terms of the requisition.

Statement of Case.—That all questions submitted by the Committee of Enquiry to the Board for consideration, and by the Board to the Umpire or Arbitrators for adjudication, shall be embodied in writing, stating clearly the nature of the question or dispute at issue, such statements to be lodged with the Secretary at least three days prior to the Board Meeting, or

* In some cases other provision is made for appointment of Umpire than by reference to the Board of Trade.

sitting of Umpire or Arbitrators. Notice of other business to be brought before the Board shall be given whenever practicable, but the order in which such business shall be taken to be left to the Board.

Evidence.—That all referred questions or disputes shall be submitted by Members of the Board, with liberty to call witnesses on either side; the work in dispute to be submitted at all such meetings for inspection. Provided that where witnesses are to be called by either side of the Board, or by either of the parties to the dispute, no evidence shall be taken, unless six days' notice has been given of the character of the evidence intended to be given, and of the locality from which the witnesses intended to be called will be brought.

Equality in Voting.—That if at any Meeting of the Board the number present is unequal, the right of discussion is reserved to all; but whichever body is larger than the other must withdraw by arrangement so many of their colleagues as are in excess before a question is put to the vote.

Procedure in Disputes.—That the procedure in cases of disputes between an employer and his workman should be as nearly as possible the following :—

- (a.) The workman shall first bring the matter before the employer or foreman.
- (b.) Should they not be able to agree, the employer or his representatives and the representatives of the Workmen's Union shall endeavour to settle the matter in dispute.
- (c.) If the representatives referred to in sub-section (b) are unable to arrange terms, the Secretary of the Board shall forthwith advise the Committee of Enquiry of the dispute.
- (d.) In the event of the Committee of Enquiry being unable to settle the dispute, it shall be referred to the Board, and failing a decision, then to the Umpire or Arbitrators, who shall be asked to give their decision within seven days from the date of hearing.

Conditions to be observed while awaiting a decision.—That when a dispute cannot be settled between an employer and his workmen, or the representatives of both, the same rate of wages, or hours of labour, or conditions of employment, that obtained prior to the dispute, shall continue until a decision is given by the Committee of Enquiry, or Board, or Arbitrators, as the case may be. If there be no precedent as to wages, hours or conditions, a provisional resolution on these questions may be given by the Committee of Enquiry, or Board, or Arbitrators, and must be observed, but without prejudice to either party to the dispute.

Should any case arise in which Rule XVII. (*i.e.*, the rule above) as to suspension of work should be contravened, a Meeting of the Board may be called immediately, and without previous notice, by the Chairman to consider the case.

No suspension of work.—That there must be no suspension of work either at the instigation of the employers or workmen, the main object of the Board being to prevent this. If any suspension of work takes place, the Board may refuse to enquire into the matter in dispute till work is resumed; whilst the fact of its having been interrupted will be taken into account on considering the question. That in order that the complainant or complainants may not lose through waiting, any recommendation of the Committee of Enquiry, or any decision of the Board shall be made to date back to the time of the complaint being sent in.

Admission of Press.—The question whether the representatives of the Press shall or shall not be admitted to any of the Meetings of the Board shall be determined by the majority of votes of those present. In case of the numbers of those voting on such question being equal, the Chairman may give a second or casting vote.

Revision of Rules.

Change of Rules.—That no alteration or addition be made to these rules except at a Quarterly Meeting, or at a Special Meeting convened for that purpose. Notice of any proposed alteration shall be given in writing one month previous to such meeting.

Finance.

Payment of Expenses.—That any expenses incurred by the Board are to be borne equally by the employers and workmen.

The Schedule referred to under "Constitution."

TERMS OF SETTLEMENT

arranged at the Conference held at the Offices of the Board of Trade on the 19th day of April, 1895.

We, the undersigned representatives of the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives, agree to the following terms of settlement of the dispute in the boot and shoe trade on behalf of those whom we represent :

PIECEWORK STATEMENTS.

RESOLUTION 1.—This Conference is of opinion that a piecework statement, or statements, for lasting and finishing machine workers, and those working in connection therewith, are desirable; such statements to be based on the actual capacity of an average workman; any manufacturer to have the option of adopting piecework or continuing daywork, it being understood that the whole of the operatives working on any one process shall be put on one or the other system, which shall not be changed oftener than once in six months. Heeling and sewing to be regarded as separate processes.

RESOLUTION 2.—This Conference is of opinion that a piecework statement for welted work at Northampton should be prepared on the principle laid down in the above resolution—viz., “The statement shall be based on the actual capacity of an average workman,” employers having the option as laid down in that resolution with regard to payment by the time or piece.

RESOLUTION 3.—That for the purpose of carrying into effect the last two resolutions, joint committees be appointed as follows: (a) A joint committee of representatives of the employers and workmen, four of each, to determine the principles and methods of arrangement and classification on which piecework statements for machine workers shall be based, such committee to hold its first meeting on May 6th, 1895, at Northampton, for preliminary business. (b) Joint committees composed of representatives of employers and employed, four of each, to prepare such statements for their respective localities in accordance with the principles laid down by the above joint committee, such committees to hold their first meetings with the least possible delay after the completion of the work of the above joint committee. (c) A joint committee to prepare a statement for welted work for Northampton, composed of representatives of employers and employed, four of each; such committee to hold its first meeting on May 6th, 1895, for preliminary business. Such committees shall take such evidence and obtain such information as they may think fit for the purpose; and each shall appoint an umpire to determine points on which they fail to agree. Failing agreement on the part of any of the committees as to the appointment of umpires, the appointment shall be made by the President of the Federation and the General Secretary of the Union, or if they fail to agree, by Sir Henry James.

BOARDS OF ARBITRATION.

RESOLUTION 4.—That the various local Boards of Arbitration and Conciliation, consisting of equal numbers of representatives of employers and workmen in the district, be

immediately reconstituted, and their rules be revised, so far as necessary, with a view to greater uniformity by a joint committee of representatives of employers and employed, four of each, to be appointed forthwith. The revised rules to be submitted to and adopted by the local Boards with or without amendment in matters of detail pending the completion of this revision, the former rules to be enforced but only questions of classification, and other minor local questions not involving matters of principle to be entertained in the meantime, with the exception of the question of the minimum wage for clickers and pressmen in centres where notices have already been given to local Boards.

RESOLUTION 5.—That such Boards when reconstituted shall have full power to settle all questions submitted to them concerning wages, hours of labour, and the conditions of employment of all classes of workpeople represented thereon within their districts, which it is found impossible to settle in the first place between employers and employed; or, secondly, between their representatives, subject to the following conditions:—

(a) No Board shall require an employer to employ any particular workman, or a workman to work for any particular employer, or shall entertain any question relating to such matters except for the purpose of enabling a workman to clear his character. (b) No Board shall claim jurisdiction over the conditions and terms of employment of workpeople outside its district; provided that no actual work shall be sent out of a district which has been the subject of an award in that district. (c) No Board shall interfere with the right of an employer to make reasonable regulations for time-keeping and the preservation of order in his factory or workshop. (d) No Board shall put restrictions on the introduction of machinery or the output therefrom, or on the adoption of day or piecework wages by an employer in cases in which both systems have been sanctioned, subject to the conditions prescribed in Resolutions 2 and 3. No question referred to in sub-sections (a), (b), (c), and (d), shall be made a matter of dispute by the Union.

RESOLUTION 6.—That it is desirable and necessary to provide financial guarantees for duly carrying out the provisions of this agreement and existing and future awards, agreements, and decisions of boards, arbitrators, or umpires, so long as they do not contravene the provisions of this agreement; and that a scheme be at once prepared for depositing certain sums in the hands of trustees for that purpose.

RESOLUTION 7.—That the Committee entrusted with the revision of the rules of Local Arbitration Boards be instructed to insert provisions:—(a) To carry the last resolution into effect forthwith, if not agreed upon by both sides, the conditions and terms of the trust to be referred to and finally settled by Sir Henry James. (b) That in future all awards and decisions shall

specify a date, before which neither side shall be competent to re-open the question. (c) That where a minimum wage has been fixed, and is in operation, and a proposal is made to change it, the Board or Umpire in giving a decision or award shall take into account the length of time which has elapsed since the question was last determined, and the conditions existing at the two dates respectively. The Notices already given by the Union for an advance on the minimum wage to clickers and pressmen shall be held to be good notices to the Arbitration Boards for the districts to which they refer, and shall be dealt with forthwith.

RESOLUTION 8.—No strike or lock-out shall be entered into on the part of any body of workmen members of the National Union, or any manufacturer represented on any local Board of Arbitration.

RESOLUTION 9.—That if any provision of this agreement, or of an award, agreement, or decision be broken by any manufacturer or body of workmen belonging to the Federation or National Union, and the Federation or the National Union fail within ten days either to induce such members to comply with the agreement, decision, or award, or to expel them from their organization, the Federation or the National Union shall be deemed to have broken the agreement, award, or decision.

RESOLUTION 10.—That any question as to the interpretation of these terms of settlement be referred to Sir Courtenay Boyle, whose decision thereon shall be final and binding on both parties; that Sir Henry James be requested to act as umpire to determine any other disputed points between the Federation and the National Union arising out of this agreement.

Signed on behalf of the Federated Associations of Boot and Shoe Manufacturers,

J. GRIFFIN WARD, *President*.
WILLIAM HICKSON.
SAMUEL LENNARD.
THOS. LILLEY.

On behalf of the National Union of Boot and Shoe Operatives,

W. B. HORNIDGE, *President*.
DANIEL STANTON.
WILLIAM VOTIER.
W. INSKIP, *General Secretary*.

COURTENAY BOYLE,
Chairman of Conference.

H. LLEWELLYN SMITH,
Secretary of Conference.

April 19th, 1895.

TAILORING TRADE.

GENERAL ARBITRATION BOARD OF THE TAILORING TRADE OF GREAT BRITAIN AND IRELAND.

Functions of Board.

Object.—The duties of the Committee shall be to try and arrange all matters in dispute which may be submitted to them for settlement by both parties concerned, and their decision shall be binding on all parties concerned.

Constitution.

Representation.—The Board shall be composed of five employers, who shall be elected by the members of the Central Board of the Employers' Association of Great Britain and Ireland, and five workmen who shall be practical tailors and members of the Executive of the Amalgamated Society of Tailors, and shall be members of the Board so long as their Executives shall choose to retain their services.

Vacancies.—Any vacancy occurring on either side, their Executives shall take immediate steps to fill up the same, and send in their name or names to the Chairman of the Board, and no person shall act as substitute unless duly elected by his Executive.

Officers.—The Committee shall elect a Chairman and a Vice-Chairman. One shall be an Employer and the other shall be a Workman, and the Chairman or Vice-Chairman shall have one vote each only, the same as any other member of the Board; each side shall appoint their own Secretary, who shall take all minutes, and all such minutes shall be signed and countersigned by the President and Vice-President after having been confirmed, compared, and found correct.

Procedure.

Procedure in Disputes.—When a dispute arises between any Employer and his Workmen in any town or district where there is a Local Arbitration Committee, it must be distinctly understood that every effort shall be made to settle such dispute before the intervention of the General Board is applied for; but, in case of failure on the part of the Local Committee to arrive at a settlement, each side, when requesting the assistance of the General Board, shall send a statement of its case in writing; and in districts or branches where no Local Arbitration Committee exists, a full and clear statement of all the circumstances

connected with the question in dispute shall be forwarded from the local Secretary of the Master Tailors' Association of Great Britain and Ireland, also from the Secretary of the Branch of either Workmen's Society. On receipt of these communications the respective Secretaries shall immediately call a meeting of the Board, and whatever decision may be arrived at by them shall be sent to each disputant in writing, and shall be signed by the President, Vice-President, and Secretaries respectively. In all cases where disputes are placed before the Board, no member shall be allowed to speak more than once on the same subject, except by the sanction of the meeting; but the mover of a resolution shall have the option of closing the debate.

No suspension of work.—During the adjudication on any case brought before the Board, Employers shall neither lock out men, nor men cease work, and all matters connected therewith shall be treated as private until the decision is officially notified.

Fine or expulsion for non-observance of decisions of Board.—If any Employer or Workman refuse to abide by the decision of the Committee they shall not receive the support or assistance of any of the members of the Employers' Association or of any of the members of the Workmen's Society; and any member or members of either Association being found giving such assistance shall be dealt with by their respective Societies by fine or expulsion, or any way they think meets the justice of the case.

JOINT CONCILIATION BOARDS OF THE ASSOCIATION OF LONDON MASTER TAILORS AND THE AMALGAMATED SOCIETY OF TAILORS; AND OF THE ASSOCIATION OF LONDON MASTER TAILORS AND THE LONDON SOCIETY OF TAILORS.

Functions of Board.

Object.—For the adjustment of all differences and to avoid stoppage of work, it is agreed that, upon a difference arising between an employer, member of the A.L.M.T., and any workmen, members of the Amalgamated Society of Tailors, from any cause whatever, six working days shall be allowed, without stoppage of work, within which to endeavour to come to a direct settlement of the difference, but should no settlement be arrived at within the time specified, notice shall be given by the Association or Society of the complaining party to the Association or

Society representing the other side, and the subject matter of dispute shall thereupon be referred to the Joint Conciliation Board, who shall be summoned to meet within six working days from date of summons.

Constitution.

Representation.—The Conciliation Board shall consist of three members nominated by each Association and Society.

Each party shall send the other, within one month of its Annual General Meeting, the names of eight members who shall alone be entitled to serve upon the said Board. In the event of the death or resignation of any member, either party shall appoint another duly qualified member within one month, notice being given thereof, so that the number of representatives of the employers and workmen on the Conciliation Board shall always be equal and shall be so maintained.

Chairman and Vice-Chairman.—The Board shall elect at its first Meeting a Chairman and Vice-Chairman, the one being an employer and the other a representative of the men. The Chairman, and in his absence, the Vice-Chairman, shall preside at all Meetings and shall have no casting vote.

Duties of Officers.

Secretaries.—The Secretaries shall conjointly convene all Meetings of the Board, and take minutes of the proceedings, which shall be entered in duplicate books, which shall be signed by the Chairman, Vice-Chairman, or other person presiding at the Meeting at which such Minutes shall be read and confirmed. One of such Minute Books shall be kept by each of the Secretaries.

The Secretaries shall attend all Meetings of the Board and are entitled to take part in the discussion, but shall have no power to vote on any question before the Board.

Procedure.

Evidence.—All questions submitted to the Board shall be stated in writing, and may be supported by verbal or other evidence or explanation, subject to the approval of the Board.

Voting.—All votes shall be taken by show of hands. Only an equal number of representatives of each party shall vote, the member or members in excess being excluded by lot from voting but all shall have the right to take part in the discussion.

Disqualification of Members personally concerned.—No master or workman directly concerned in the dispute shall be entitled to serve upon the Conciliation Board, but may be heard as witness.

Reference to Neutral Chairman or Conciliator.—If the Conciliation Board so constructed cannot arrive at a definite decision by a majority of its members, the Board shall agree to refer undecided points to a neutral Chairman, or application may be made to the Board of Trade under the Conciliation Act, 1896, for the appointment of a person to act as Conciliator. The decision of such neutral Chairman or Conciliator shall be final.

Decisions Binding.—The decision of such Conciliation Board shall be binding on each side, and no suspension of work shall take place under any circumstances either pending or in consequence of such decisions.

Finance.

Expenses.—Each party shall defray the expenses of its own representatives and Secretary.

FEDERATED CONCILIATION BOARD OF JEWISH TAILORS.

Functions of Board.

Objects.—(a.) The objects of the Board shall be to discuss and decide matters of dispute between employers and employees.

(b.) To adopt ways and means for the regulation of hours of labour, and the entire abolition of Sabbath labour.

(c.) To improve the condition of the tailoring trade in general.

The Board shall meet when necessary to discuss and decide any grievance or dispute that may have arisen, and also to discuss the general improvement of the trade.

Constitution.

Representation.—The Board shall be composed of an equal number of representatives, viz., twelve of the Master Tailors' Improvement Organisation, and twelve of the Garment Workers' Trade Union of London, appointed by and at a general meeting of members.

NOTE.—Branches shall be empowered to send delegates towards the formation of this Board.

Officers.—The Board shall elect out of its number a President, Vice-President, and Secretary, and such other officer as may be necessary from time to time.

Procedure.

Submission of Disputes.—That all grievances for the consideration of the Board shall be submitted to them through the respective Secretaries upon forms specially printed and provided for such purpose, specifying name, address, nature of complaint, name and address of person against whom the charge is preferred, together with the report and finding of the committee to which the complaining person belongs.

Reference to Arbitrators.—Should the Board, however, disagree upon a matter in dispute, such dispute shall be submitted to three arbitrators appointed by the federated Board.

No Suspension of Work.—Notice of dismissal by the employer, or notice to leave by the employee shall be given at the cessation of work for the current week (except for extraordinary misconduct, when immediate dismissal shall be sufficient):

In the event of a dispute between the employer and an employee, no person shall cease work. Any employee or employer doing so shall be dealt with in a Court of Law.

Decisions Final.—The decision of the federated Board shall be final.

Finance.

Expenses.—All expenses incurred in connection with the work of the Board shall be equally borne by both organisations.

Other.

Hours of Labour.—The Members of the Master Tailors' Improvement Organisation agree, in the first part, and the members of the Garment Workers' Trade Union of London agree in the second part, "That the working day shall be from 8 a.m. to 8 p.m., one hour for dinner and time for tea to be allowed."

The foregoing conditions shall be granted to the members of the Garment Workers' Trade Union of London, upon a date fixed by the representatives of the aforementioned Board.

Distribution of Rules.—Copies of these Rules shall be supplied to each member of the Master Tailors' Improvement Organisation, and to the members of the Garment Workers' Trade Union of London.

Employment of Trade Union Members.—That all members of the Master Tailors' Improvement Organisation shall, where possible, employ only members of the Garment Workers' Trade Union of London; and the members of the Garment Workers' Trade Union of London shall work only where possible for members of the Master Tailors' Improvement Organisation.

**TRANSPORT AND MISCELLANEOUS
TRADES.**

HUDDERSFIELD CORPORATION TRAMWAYS CONCILIATION BOARD.

Functions of Board.

Object.—The Board shall, subject as hereinafter mentioned, determine such of the following differences as may from time to time arise between the Huddersfield Corporation (hereinafter called "the Corporation") and their Employees (other than salaried Officials) engaged in their Tramways Undertaking (hereinafter called "the Employees") viz.:—

1. Differences as to rates of wages.
2. Differences as to hours of labour.
3. Other differences of a serious nature not being matters which fall within the authority—as defined by the Corporation from time to time—of the Tramways Manager to settle.

Constitution.

Representation.—The Board shall consist of eight members, namely:—

- (a.) The following representatives of the Corporation, viz.:—

The Mayor for the time being.

The Chairman, for the time being, of the Finance Committee of the Corporation.

Two Members of the Tramways Committee nominated by the Corporation.

- (b.) The following representatives of the Employees, viz.:—

A Member of the Executive Committee of the Amalgamated Association of Tramway and Vehicle Workers nominated by the Association.

Mr. G. F. Jackson, the General Secretary of the Amalgamated Association of Tramway and Vehicle Workers, or other the General Secretary for the time being.

Two of the Employees nominated by the said Association.

President.—The Board shall elect as their President an independent person from outside their body, but failing election by the unanimous votes of the members of the Board, the Board of Trade shall be asked to nominate a President; such nomination, however, shall be subject to confirmation by a majority of the Board.

Chairman.—The Board at each meeting shall elect one of its members to act as Chairman at that meeting, but such Chairman shall not have a casting vote.

Secretaries.—The Corporation and the Employees shall respectively appoint each a Secretary.

Vacancies.—When a vacancy arises on the Board amongst the nominees of the Corporation or of the said Association, such vacancy shall be filled up within one month of its occurrence by the Corporation or the Association, as the case may be, and the new nomination shall be at once notified to the General Secretary of the Amalgamated Association of Tramway and Vehicle Workers or to the Town Clerk of Huddersfield, as the case may be.

Dissolution of Board.—The functions of the Board shall absolutely determine on the first day of November next, provided that either the Board or their President may proceed with the determination of any questions which prior to such date may have been duly submitted to them for decision.

Provided always that if the Corporation and the Employees so agree at any time or times after the first November next, this Scheme for the establishment of a Conciliation Board may be revived with such modifications (if any) as may be agreed upon between the parties, in which case the functions of the Board shall again determine on the first day of November next following such revival.

Duties of Officers.

Secretaries.—The Secretaries shall conjointly summon the meetings, keep the minutes, and generally carry on the business of the Board under its directions.

All resolutions and minutes of meetings of the Board shall be entered and made up at the meeting at which the same are passed and shall be read over to the members and signed by the Chairman of the meeting before its close.

Procedure.

Meetings.—The meetings of the Board shall be held in the Town Hall, Huddersfield, or at such other place as the Board shall from time to time determine.

Reference to Tramways Committee.—No matter shall at any time be referred or submitted to the Board nor shall the Board have any jurisdiction thereover until after the same has been brought before the Tramways Committee for their consideration, and such Committee have come to a decision thereon or

have failed to come to such decision within twenty-eight days after the matter shall have been so brought before them as aforesaid or until such Committee shall have resolved to refer such matter to the Board as in the next succeeding article mentioned.

Reference to Board.—If the Employees intend to appeal to the Board from any decision of the Tramways Committee in respect of any of the matters specified in Clause 2 hereof (*see Functions of Board—Object*) or in respect of any of such matters upon which the Committee have failed to come to a decision within such period of twenty-eight days or if the Committee at any time resolve to refer any of such matters to the Board the Secretary appointed by the Employees in pursuance of Article 7 or the Town Clerk (as the case may be) shall serve the other of them with notice in writing of such intention or resolution, and it shall thereupon be the duty of the Secretaries to summon a meeting of the Board within twenty-one days from the date of such service unless such time is extended by mutual consent.

The said notice shall state clearly the matter in difference, and such matter shall also be stated in the summons convening the meeting of the Board.

Evidence.—All matters submitted to the Board for their decision shall be stated in writing by the Secretary to the Employees or the Town Clerk, as the case may be, and the case for and against may be supported by such verbal, documentary, or other evidence or explanation as the Corporation and the Employees may desire and the Board allow.

Voting.—The votes upon all questions shall be taken by show of hands, and all questions shall be decided by the votes of the majority of those present and voting. Provided that when at any meeting of the Board the representatives of the Corporation and of the Employees respectively are unequal in number, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each shall vote.

The members who are not to vote shall be chosen by lot unless otherwise arranged.

Reference to President.—If the Board are equally divided upon any question referred to them pursuant to Clauses 8 (*see Reference to Tramways Committee*) and 9 (*see Reference to Board*) hereof the meeting shall be adjourned for a period not exceeding twenty-one days, and the President shall be summoned to such adjourned meeting when the matter shall be again discussed by the Board.

In the event of the Board being still equally divided, the President shall give his decision on the matter, which decision shall be final and binding upon all parties.

Operation of Decisions.—Provided also, and it is hereby expressly agreed and declared that notwithstanding anything herein contained no decision of the Board or their President shall be binding upon either the Corporation or the Employees after the determination (as provided in Article 15, *see* Constitution—Dissolution of Board) of the functions of the Board unless this Scheme be revived as therein provided, in which case any such decision shall be binding upon both parties so long as the Board continues or shall be in existence after such revival.

No Suspension of Work.—So long as this scheme shall be in operation the Employees shall not resort to any strike or cessation of work in respect or in consequence of any of the differences above-mentioned which may arise between them and the Corporation.

Finance.

Expenses.—The Corporation and the Employees shall defray the expenses of their respective representatives and Secretaries, but the costs and expenses of the President, stationery, books, printing, and hire of rooms for meeting (if any) shall be borne by the Corporation and the Employees in equal shares.

BRISTOL CORN TRADE ASSOCIATION AND DOCKERS' UNION ARBITRATION BOARD.

Functions of Board.

Object.—An Arbitration Board to be appointed, to which shall be referred all disputes with regard to the wages or terms of employment or work connected with the Corn Trade of the Port.

Constitution.

Representation.—Such Board to consist of eight members, four to be chosen by each side.

Election of Members.—That the C.T. Members of the Board be elected to serve for two months, one Member to retire in rotation according to order in Time Service Table, and that there shall be at least two Merchants on each Section, and only one member of any Firm to be called upon to serve in any Section.

That one month before the expiration of the Current Time Service Table, the C.T. Association's Executive Committee draw up another for a further period of at least 3 months, from the other signatories to the agreement.

The Bristol Dockers' Union will nominate its representatives for attendance at Board meetings as the necessity arises.

Vacancies.—In case of the decease or retirement from trade of one or more Members of any Section, the remaining Members of such Section shall at once proceed to fill up the vacancy or vacancies from the other signatories not acting in the Current Time Service Table, and in the event of refusal to act by the Member or Members so elected, the matter to be referred to the C.T. Association's Executive Committee for decision.

Umpire.—In case of need an Umpire to be mutually chosen by them, or if they fail to agree upon an Umpire, then that Official to be nominated by the President of the Chamber of Commerce for the time being.

Duration of Board.—The Agreement to be subject to six months' notice from either side.

Procedure.

Notice of Meeting.—That at least 24 hours' notice must be given of a Board Meeting, and each Member so summoned is to attend the Meeting, or arrange with an eligible substitute of the same character (Merchant or Broker) to take his place. Failure to comply with either of these provisions to involve a penalty—at the discretion of the other Members of the Section—of not exceeding Five Guineas, the amount of such Fine to be fixed by the other Members of the Section, and to be added to the Merchants' Fund for meeting the expenses of the Arbitration Board.

Emergency Meetings.—In the event of a sudden necessity arising for the Board to meet, and it being impossible to give 24 hours' notice, the Secretary be empowered to obtain the necessary number of Members from any of the Signatories to make a quorum.

Matters out of Order.—The Chairman of the Active Service Section be empowered to rule out of order anything not arising out of the business agenda of the Meeting.

Quorum.—Not less than six members—three from each side—of the Arbitration Board to form a quorum, in which case no more than three votes to be recorded by either side.

Decisions Binding.—The decision of such Arbitration Board to be binding on each side.

No suspension of Work.—No strike or lock-out of Union Men to take place under any circumstances either pending or in consequence of such decisions.

Finance.

Expenses.—In case an Arbitration is demanded, costs of such Arbitration shall follow the Award and be paid before the Award comes into operation. That in case of an Arbitration Award carrying Fees, the said Fee shall be 10/6 per Member for each sitting.

“Caution Money.”—A sum of £300 to be forthwith deposited by the employers and a similar sum by the Dockers' Union in the Bristol Branch of the London and South Western Bank, Ltd., in the names of Mr. S. C. Hosegood and Mr. F. Gilmore Barnett as Trustees mutually appointed one on each side. Such money to be held as “Caution Money” and to remain intact unless and until any of the provisions of the Memorandum (*i.e.*, the Strike Settlement Agreement of 7th July, 1900) or of any Arbitration Award given by the Arbitration Board in accordance with the terms thereof shall have been broken or not complied with, in which case the money subscribed by the offending party or so much thereof as may be necessary to recoup any loss or damage which may have resulted from such breach or non-compliance shall be forfeited and paid over to the other party, and in case of dispute as to this the matter shall be referred to said Arbitration Board, and any money so paid over shall be forthwith replaced by the party losing same.

Payment of Members.—For ordinary Business Meetings of the Board the services of Members shall be given voluntarily.

BRISTOL GENERAL IMPORTERS' AND DOCK LABOURERS' ARBITRATION BOARD.

Functions of Board.

Object.—An Arbitration Board to be appointed, to which shall be referred all disputes with regard to the wages or terms of employment or work connected with the Dock Labourers engaged by the hour or day.

Constitution.

Representation.—Such Board to consist of eight members, four to be chosen from each side.

Umpire.—In case of need an umpire to be mutually chosen by them, or if they fail to agree upon an umpire, then that official to be nominated by the President of the Chamber of Commerce for the time being.

Procedure.

Quorum.—Not less than six members—three from each side—of the Arbitration Board to form a quorum, in which case no more than three votes to be recorded by either side.

Decisions binding.—The decision of such Arbitration Board to be binding on each side.

No suspension of work.—No strike or lock-out of Union men to take place under any circumstances either pending or in consequence of such decisions.

Finance.

Expenses.—In case an Arbitration is demanded, the costs of such Arbitration shall follow the award, and be paid before the award comes into operation.

Caution Money.—A sum of £300 to be forthwith deposited by the employers, and a similar sum by the Dockers' Union, in an approved Bristol bank, in the names of two trustees to be mutually appointed (one on each side), such money to be held as "caution money," and to remain intact unless and until any of the provisions of this Memorandum, or of any Arbitration Award given by the Arbitration Board in accordance with the terms thereof, shall have been broken or not complied with, in which case the money subscribed by the offending party, or so much thereof as may be necessary to recoup any loss or damage which may have resulted from such breach or non-compliance, shall be forfeited and paid over to the other party, and in case of dispute as to this, the matter shall be referred to the said Arbitration Board, and any money so paid over shall be forthwith replaced by the party losing the same.

THE NEWPORT COAL AND COKE TRIMMING CONCILIATION BOARD.

Function of Board.

Object.—The duties of the Board to be:—"To deal with matters of a disputed character when appertaining to Trimming, but only when such cases are considered sufficiently important and difficult, and when direct conciliatory efforts have failed."

Constitution.

Representation.—That its composition be as follows:—8 Members representing Colliery Owners, Ship Owners, and Charterers, and 8 Members representing Trimmers.

Election.—That the respective representatives shall be named and mutually agreed upon.

Officers.—That a Chairman, Vice-Chairman and Secretary be appointed and mutually agreed upon.

Procedure.

Reference to Board.—That when any dispute of whatsoever nature arises which the parties interested cannot settle between themselves direct, it shall be referred to the Board, who shall deal with the matter on the lines of conciliation, and, if possible effect a settlement satisfactory to both sides.

Arbitrators.—That in the event of the Board failing in its mission of conciliation in any dispute, it shall be competent for the representatives of both sides to request the Board to appoint Two Arbitrators, one for each of the parties, who in turn shall appoint an Umpire whose decision shall be final and binding upon all concerned.

Quorum.—A quorum shall consist of not less than six members of the Board, and there shall be no voting.

CARDIFF, PENARTH, & BARRY COAL BUNKER TRIMMING DISPUTES COMMITTEE.

Functions of Committee.

Any question or dispute arising under the Tariff of Charges, or of the bunkering of any steamer which may not be provided therein, shall be referred to, and adjudicated upon by a Committee consisting of three shipowners to be nominated by the Cardiff Incorporated Shipowners' Association, and three Coal Trimmers to be nominated by the Cardiff, Penarth, and Barry Coal Trimmers' Union, and should such Committee be unable to agree, the decision of an umpire selected by them shall be final and binding upon both Shipowners and Trimmers.

NORTH OF ENGLAND STEAMSHIP OWNERS' ASSOCIATION AND NORTH OF ENGLAND TRIMMERS' AND TEAMERS' ASSOCIATION CONCILIATION BOARD.

Constitution.

Representation.—A Conciliation Board shall be formed consisting of three representatives of the North of England Steamship Owners' Association and three Trimmers.

Independent Chairman.—The Board shall appoint an independent Chairman. In the event of failure to mutually agree thereon, the appointment of Chairman to be submitted to the County Court Judge of Newcastle-on-Tyne.

Procedure.

Reference of Disputes.—All disputes which cannot be satisfactorily arranged by Shipowners and Trimmers or their representatives to be submitted to the Conciliation Board (consisting of three Shipowners, three Trimmers, and an independent Chairman), whose decision shall be final.

THE LONDON LETTERPRESS BOOKBINDERS' PIECE PRICE BOARD.

Functions of Board.

Object.—To draw up a scale of prices for piece-work, blocking and forwarding, and make such re-arrangements of the present piece-work, casemaking scale, as may be agreed to be desirable, due regard being paid to the rate of wages paid for time-work, and to amend and adjust any differences that may from time to time arise, on the scale of prices as fixed. The scale to be fixed on the present basis, namely, that a man of average skill and ability should be able to earn at least 1s. per hour.

Constitution.

Representation.—The Board shall consist of three Employers, and three Employed (or their Representatives). The present Members are and shall be :—

For Employers.—Ernest Straker, H. K. Judd, A. C. Nevett.

For the Employed.—Thos. E. Powell, W. Coffey, S. Stubbings.

Short Reference.—The Members of the Board, *i.e.*, Employers or Employed, are for brevity herein referred to as "The Parties."

Vacancies.—Whenever a vacancy shall arise from any cause on the Board such vacancy shall be filled up within two weeks of its occurrence by the Bookbinding Trade Section of the London Chamber of Commerce, or the societies' Piece-work Committee, whichever appointed the Member whose seat shall have become vacant. Intimation of such appointment shall be at once sent to the other party.

Secretaries.—The Parties shall each respectively elect a Secretary who shall be a Member of the Board.

Duties of Officers.

Secretaries.—They shall conjointly convene all Meetings of the Board, and take proper Minutes of the Board and the proceedings thereof, which shall be transcribed in duplicate books, and each book shall be signed by (the whole Board) at the following Meeting, if confirmed.

One of such minute books shall be kept by each of the Secretaries. The Secretaries shall also conduct any necessary correspondence.

Procedure.

Meetings.—The place, date, and time of each Meeting shall be settled at the previous Meeting. If not settled either Secretary be empowered to call a Meeting at any time when there is business to transact.

Quorum.—At least two of each party must be present to form a Quorum.

Evidence.—All questions submitted to the Board by non-members of the Board shall be in writing, and may be supplemented by such verbal, documentary or other evidence or explanation as either of the parties may desire, and subject to the approval of the Board.

Voting.—All votes shall be taken at Meetings of the Board by show of hands. When at any Meeting of the Board the parties entitled to vote are uneven in number, all shall have the right of fully entering into discussion of any matters brought before them, but only an equal number of each shall vote. The withdrawal of the Members of whichever body may be in excess to be by lot, unless otherwise arranged.

Appointment of Arbitrator.—In the event of a failure to agree on any price, the Board shall have power to appoint an Arbitrator, or in the event of disagreement in choice of Arbitrator, shall be empowered to apply to the Board of Trade to appoint an Arbitrator. The first Arbitrator to be C. J. Stewart, Esq.

Alteration of Decisions.—No decision shall be altered till it has been in operation for six calendar months, except in cases of temporary agreement before completion of scale.

Expert Witnesses.—It shall be competent for either party, with the consent of the other party, to invite not more than three other persons to be within hearing at any Meeting as Experts or Witnesses, but such persons shall not be allowed to speak unless in answer to questions, or otherwise join in the Meeting.

Revision of Rules.

Alterations.—No alteration in these Rules shall be made except by unanimous vote without a fortnight's notice being given by either party to the Secretary of the other party, such notice giving full particulars of the alteration desired, and the Secretaries shall at once forward a copy of the proposed alteration to each Member of the Board.

Finance.

Expenses.—Each party shall pay the expenses (if any) of its own representatives, but the cost of printing, stationery, books, hire of room (if necessary) shall be borne by the respective parties in equal shares. The Copyright of the various scales shall be vested in the "Parties."

Other Rules.

Existing Prices.—That until a new piece-work scale is agreed upon, existing prices shall continue and work proceed as carried on prior to June 29th ; and it is agreed that all new prices shall come within the spirit of clause 4 of the Arbitrator's award.

Provisional Prices.—In the event of any firm desiring to work piece-work before the scale for such work is ready, provisional prices mutually agreed upon shall be submitted to the Board for approval and sanction. Such provisional prices to be superseded on scale being completed for such work.

LONDON CABINET MAKERS' CONCILIATION BOARD.

EXTRACT FROM WORKING RULES.

Conciliation Rule.

General Differences.—(a) For the adjustment of all disputes and to avoid stoppage of work, it is agreed that upon a difference arising between an Employer or upon the works of an Employer and any of his Workmen from any cause whatever, notice shall be given by the Association or Society of the complaining party to the Association or party representing the other side, and the subject matter of dispute shall thereupon be referred to the Board of Conciliation, who shall be summoned

within seven days, and if practicable shall give their decision within the next six working days, proceeding in the following manner :—

Constitution of Board.

Representation.—(b) For all purposes of the foregoing Rules, the Board of Conciliation shall consist of three Members nominated by the Employers and three by the Workmen. Each party shall send to the other within one week from the date of signing these Rules and within one week from January 1st in each year, the names of six persons from whom three shall be selected to act as their representatives on the Board of Conciliation for the current year ending December 31st, and in the event of the death or resignation of any Member, either party shall appoint another Member within one week, notice being given thereof. The number of representatives of the Employers and of the Workmen on the Conciliation Board shall always be equal and shall be so maintained during the sitting.

Appointment of Conciliator.—(c) The Board of Conciliation so constituted, if unable to agree, shall make application to the Board of Trade under the "Conciliation Act, 1896," or apply for the appointment of a person to act as a Conciliator.

Powers of Board.—The Board of Conciliation shall have power to decide all questions arising between the Employer and the Workmen, provided that for the decision of any question involving claims or rights of other sections of the furnishing trades a Joint Conciliation Board shall be constituted of the three representatives nominated by each trade involved, and by a similar number of representatives of the Employers, so that Members on the Joint Conciliation Board may be specially represented on such Board, and so that the numbers of representatives of the Employers and the Workmen on such Conciliation Board shall be equal and be so maintained during the sitting.

(d) A Joint Conciliation Board shall have the like powers as a Conciliation Board, and be regulated in the same manner.

(e) The Conciliation Board or a Joint Conciliation Board shall have power to make such Rules and Regulations for the transaction of their business as they may approve.

Decisions Binding.—(f) Should the Board of Conciliation, as above constituted, be unable to agree, the Board shall have power to appoint some neutral person to act as Conciliator. In the event of both sides failing to agree upon a person to act as Conciliator, the Board of Trade be asked to appoint a Conciliator, the decision of such person to be final and binding on both parties.

THE CHINA FURNITURE WAGES AND CONCILIATION BOARD.

Functions of Board.

Object.—The objects of the Board shall be the amicable settlement of all disputes between Members of the “China Furniture (Manufacturers’) Association” and the “China Manufacturers’ (Operatives’) Association,” as to the amount of day wages, piece work prices not in existence at the signing of this Alliance, the hours and conditions of labour; and the improvement of the China Furniture trade, and the consideration and furtherance of all matters tending to the mutual benefit of employers and employed.

Constitution.

Representation.—The Board shall consist of one member of each firm of the Manufacturers’ Association and an equal number of the Operatives’ Association.

Dissolution.—In case the Manufacturers’ Association or the Operatives’ Association wish to dissolve the Board, they may do so by giving three months’ notice to the Secretary of the other Association.

Chairman and Vice-Chairman.—At their first meeting the Board shall select a Chairman from amongst the representative of the Manufacturers’ Association, and a Vice-Chairman from amongst the representatives of the Operatives’ Association, both of whom shall hold office for one year. In case of the absence of the Chairman, the Vice-Chairman shall take the chair. In the event of any member being unable to be present, the Secretary on either side shall be entitled to send a representative in his place.

Secretaries.—The Secretaries of the two Associations shall act as Joint Secretaries to the Board.

Duties of Officers.

Secretaries.—They shall record the proceedings of the meetings, and each Association shall have a copy.

All meetings of the Board shall be convened by circular signed by the Joint Secretaries. Three clear days’ notice of all meetings, stating the business to be transacted, shall be given.

Procedure.

Disqualification of Members personally concerned.—If any member of the Board is personally concerned in any dispute

referred to the Board, it shall be competent for either Secretary to object to his participating in the discussion, in which case notice to that effect shall be given two days before the Meeting to the Secretary of the Association to which the Member belongs, and such Secretary shall summon another member of his Association to sit on the Board whilst the dispute is under consideration.

Evidence.—The Board shall have power to take evidence and to order the production, by the manufacturer at its Meetings of any article in reference to which there may be a dispute, and also any article with which it may be necessary to make a comparison, and such comparison may be made with similar productions of other Members of the Manufacturers' Association. Any Member of either Association shall, if called upon, appear before the Board to give evidence as to any matter which may be under consideration.

Reference to Arbitration.—Any matter which cannot be amicably settled by the Board shall be referred to arbitration under the rules of a Chamber of Arbitration. The decision of the Chamber shall be final and binding upon both parties to this Agreement

Fixing Wages for new work.—In fixing any new piece work price or day work wages the Board shall have regard to the average price paid for a similar article in the works of all the Members of the Association of Manufacturers under like conditions as to facilities and quantities given out at one time.

Finance.

Expenses.—The Board shall pay all expenses which it may incur.

Other.

Mutual Trade Alliance.—Subject to the provisions contained in Article No. 4 no Member of the Manufacturers' Association shall employ any workman who is not a Member of the Operatives' Association, and no workman shall take employment under any manufacturer who is not a Member of the Manufacturers' Association, or who is selling his goods at lower prices than those which from time to time are decided upon. The Operatives' Association shall undertake to provide at all times for a due supply of efficient workpeople, so that the business of Members of the Association may in no way be hindered. Should the supply of workmen fall below the number required, the Wages Board shall at once take into consideration the best way of remedying the evil.

Transfer of Workmen.—The Operatives' Association shall in no way interfere with the action of Members of the Manufacturers' Association who may transfer workmen from one class

of work to another, provided that such transfer does not reduce the rate of wages paid for the work to which such operative is transferred.

Payment of Bonus.—The wages existing on the 17th of February, 1896, shall be the basis upon which any bonus shall be paid, but it shall be open for either side to bring any wages of an extraordinary character, paid by any member, before the Wages Board for friendly discussion. In respect of any advance upon present selling prices the bonus paid to the members of the Operatives' Association shall be increased at the rate of five per cent. advance in selling prices, and the bonus shall decrease in the same rate with a fall in prices. Wages paid, however, at the time when the Alliance is formed shall not be interfered with (no matter what decrease in selling prices may take place) without the consent of the Wages Board. The first bonus paid shall be five per cent. upon existing wages, and shall come into force directly the Alliance is safely completed, and selling prices advanced in consequence.

Freedom of Action to Workpeople on Board.—No operative shall be prejudicially affected in his relationship to his employer or to fellow operatives by any action taken in fulfilment of his duties as a Member of the Board, or because of any evidence which he may give to the Board, and the employer of any workman being a Member of the Board, or of any workman whose presence before the Board may be necessary, shall give facilities for attending any Meetings that may be held during working hours.

Recognised Rules to be Approved by Board.—Either Association shall be at liberty to bring under the notice of the Board any of the rules which affect the relationship between employers and workmen, or the manner in which workmen are to be engaged or discharged, and the same, if approved by the Board, shall be binding upon both Associations, otherwise the rules of one Association shall not affect the other Association, and shall not be recognised by the Board or Arbitrator in settling any dispute referred to him.

**BOARDS FOR CO-OPERATIVE
SOCIETIES.**

JOINT COMMITTEE OF TRADE UNIONISTS AND CO-OPERATORS.

Function of Committee.

Object.—That the duty of this Committee shall be to make full inquiry into all disputes arising between the Co-operative Societies and their Employés.

Constitution.

Representation.—That there be a Joint Committee consisting of four Representatives from the Trades Union Parliamentary Committee, and four Representatives from the Co-operative Union.

Procedure.

Meetings.—That the Committee be called together in the month of October in each year to arrange the order of their proceedings for the next twelve months.

Application for Services of Committee.—That the applications for the services of this Committee be made as follows :—

- (a) By any body of Trade-unionists—to the Secretary of the Parliamentary Committee of the Trades Union Congress.
- (b) By any Co-operative Society—to the Secretary of the Co-operative Union.

Offer of Services of Committee.—That the Committee, on hearing of any such dispute, shall communicate with the parties thereto, and offer their services as Arbitrators.

Inquiry into Disputes.—That, in the event of the offer of the Committee being declined, they shall have power, on their own initiative, to make all necessary inquiry, if in their discretion such action be deemed justifiable.

Submission of Reports.—That the Committee shall make a report of the result of their inquiry :—

- (a) To the parties to the dispute.
- (b) To the respective Congresses.

But it shall be understood that when the Committee take action on their own initiative their decision shall not be considered as binding on either party.

Reference to Joint Committee or Referees.—On a dispute arising between a Trade Union and a Co-operative Society, the Trade Union shall intimate the difference to the Secretary of the Parliamentary Committee, and on the Trade Union *agreeing* to pay the expenses that may be incurred, if not otherwise met by the parties involved ;

The matter be *at once* placed before the Joint Committee of the Parliamentary Committee and Co-operative Union ;

Or be immediately referred to impartial referees mutually appointed by the parties to the dispute, whose decision in either case shall be final and binding.

Refusal of or Delay in Settling Differences.—Any Co-operative or Trade Society delaying or refusing to have the difference arranged by either of these means be reported to the Trades Union Congress and Co-operative Congress, to be further dealt with.

Annual Report.—That the Joint Committee shall make an Annual Report to each Congress. The report shall contain full particulars relating to the number, nature, and result of each dispute inquired into during the year.

No Suspension of Work until Case has been Submitted.—All complaints on the part of a society or its workers in regard to the conditions of labour connected with that particular society should be submitted to the Joint Committee before either a strike or lockout takes place.

Any society or body of workers acting contrary to this regulation shall be deemed to be in the wrong until work has been resumed and the matter in dispute submitted in a constitutional way to the Joint Committee.

Derisions Binding.—In the event of either co-operative committees or the workmen interested refusing to abide by the decision of the Joint Committee, they shall be reported to their respective Congresses, who may deal with them by expulsion or otherwise.

Other.

Trade Union Conditions.—That co-operative factories, workshops, and stores should pay the recognised trade-union rate of wages, and work the recognised union hours prevailing in each particular branch of industry and in the district in which their workshops, factories, or stores are situated.

JOINT BOARD OF ARBITRATION, COMPOSED OF REPRESENTATIVES FROM THE SCOTTISH SECTION OF THE CO-OPERATIVE UNION, LTD., AND THE PARLIAMENTARY COMMITTEE OF THE SCOTTISH TRADE UNION CONGRESS.

Function of Board.

Object.—That the duty of this Board shall be to make full enquiry into all disputes which may be submitted to them, arising between Co-operative Societies and their employees, with the object of bringing about a mutual and amicable settlement.

Constitution.

Representation.—That there be a Joint-Board, consisting of Four Representatives from the Parliamentary Committee of the Scottish Trades Union Congress, and Four Representatives from the Scottish Section of the Co-operative Union.

Procedure.

Meetings.—That the Board be called together in the month of June, in each year, to arrange the order of their proceedings for the next 12 months.

Application for Services of Board.—On a dispute arising between a Trade Union and a Co-operative Society, application for the services of the Board shall be made in accordance with Rule 9 (*i.e.*, the rule following), when the matter shall at once be placed before the Joint-Board, who shall communicate with both parties involved in the dispute, with the object of having the matter settled by arbitration. If both parties are agreeable, the Board shall at once proceed to investigate and arrive at a decision. The expenses connected with the arbitration must be borne by the parties involved in the dispute.

That application for the services of this Board be made as follows:—

- (a) By any body of Trade Unionists, to the Secretary of the Parliamentary Committee of the Scottish Trades Union Congress ;
- (b) By any Co-operative Society, to the Secretary of the Scottish Section of the Co-operative Union.

Inquiry into Disputes.—In the event of the offer of the Board being declined, they shall have power in their initiative to make all necessary enquiry, if, in their opinion, such action be deemed justifiable.

Submission of Reports.—The Board shall submit a report of the result of their enquiry :—

- (a) To the parties to the dispute ;
- (b) To the respective Committees.

Final Reference.—In the event of there being an equality of votes in the Board on any question or dispute under their consideration, they shall refer the matter to a competent person, who will be appointed at the Annual Meeting in June, whose decision in all cases shall be final.

Penalty for not accepting Decision of Board.—Before the Board shall undertake to consider and arbitrate upon any case or dispute, the parties involved will be required to sign an agreement pledging themselves to abide by the decision, and if either or both parties decline to accept such decision, they shall pay a penalty of £10 ; but the Board shall have power to fix a larger amount than £10, with the consent of the parties to the dispute.

Annual Report.—That the Joint-Board shall submit annually a report to Congress. The report shall contain full particulars relating to the number, nature, and result of each dispute enquired into during the year.

DISTRICT BOARDS.

LONDON LABOUR CONCILIATION AND ARBITRATION BOARD.

RULES OF BOARD.

Functions of Board.

Object.—The duties of the London Labour Conciliation and Arbitration Board shall be as follows :—

(a) To promote amicable methods of settling Labour disputes and the prevention of strikes and lock-outs generally, and also especially in the following methods (*see under* "Procedure").

The utmost efforts of the Board shall in the meantime and in all cases, be exerted to prevent, if possible, the occurrence or continuance of a strike or lock-out until after all attempts at conciliation shall have been exhausted.

(b) To collect information as to the wages paid and other conditions of labour prevailing in other places where trades or industries similar to those of London are carried on, and especially as regards localities either in the United Kingdom or abroad where there is competition with the trade of London. Such information shall be especially placed at the disposal of any disputants who may seek the assistance of the London Labour Conciliation and Arbitration Board.

Constitution.

Membership.—That a permanent body be constituted, to be called "The London Labour Conciliation and Arbitration Board," which shall be affiliated to the London Chamber of Commerce, and that its composition shall be as follows, viz. :—

(a) Twelve members representing Capital or Employers, to be elected by the Council of the Chamber.

(b) Twelve members representing Labour, to be elected by the employed.

(c) To these shall be added representatives from the separate Trade Conciliation Committees as hereinafter referred to.

(d) Four members, viz., the Lord Mayor of London, or some member of the Corporation to be nominated by him, the Chairman of the London County Council, or some member of the Council to be nominated by him, and two representatives of London Labour Organizations to be selected by the Labour Representatives on the Board.

The formation of the Board shall date from its first meeting on December 12th, 1890. Its original members shall hold office for not exceeding three years as may have been, or may be, from time to time, determined by the electing bodies respectively.

Chairman and Vice-Chairman.—The Board shall elect its own Chairman and Vice-Chairman who shall vote with the Board, but shall not have a second or casting vote.

The Chairman shall be selected from the employers of Labour on the Board, and the Vice-Chairman from amongst the employed.

Procedure.

Procedure in disputes.—They shall, in the first instance, invite both parties to the dispute to a friendly conference with each other; offering the rooms of the Chamber of Commerce as a convenient place of meeting. Members of the Board can be present at this conference, or otherwise, at the pleasure of the disputants.

In the event of the disputants not being able to arrive at a settlement between themselves, they shall be invited to lay their respective cases before the Board with a view to receiving their advice, mediation, or assistance. Or, should the disputants prefer it, the Board would assist them in selecting arbitrators, to whom the questions at issue might be submitted for decision.

The London Labour Conciliation and Arbitration Board shall not constitute itself a body of Arbitrators except at the express desire of both parties to a dispute, to be signified in writing, but shall in preference, should other methods of conciliation fail, offer to assist the disputants in the selection of arbitrators chosen either from its own body or otherwise. Any dispute coming before the Board shall, in the first instance, be referred to a Conciliation Committee of the particular trade to which the disputants belong, should such a Committee have been formed and affiliated to the Chamber.

Trade Conciliation Committees.—The separate Trade Conciliation Committees shall be composed of equal numbers of employers and of employed.

Each trade shall elect its own representatives, employers and employed voting separately for the election of their respective representatives. The number of members and the general rules of procedure shall be determined by each particular trade, subject to the approval of the London Labour Conciliation and Arbitration Board.

The Trade Conciliation Committees shall be affiliated to the London Chamber of Commerce, and shall be represented upon the London Labour Conciliation and Arbitration Board. Any

Trade Conciliation Committee constituted as above, representing a body or Trade in the Metropolitan districts of more than 1,000 individuals, shall send two representatives to sit on the London Labour Conciliation and Arbitration Board, one being an employer and the other an operative workman, each to be separately elected by employers and employed respectively. In the case of Trade Conciliation Committees representing bodies or trades in the Metropolitan districts smaller in number than 1,000 individuals, two or more such committees may unite together to elect joint representatives to the London Labour Conciliation and Arbitration Board.

It shall be the duty of the Trade Conciliation Committees to discuss matters of contention in their respective trades; to endeavour amicably to arrange the same, and in general to promote the interests of their trade by discussion and mutual agreement. In the event of their not being able to arrange any particular dispute, they will refer the same to the London Labour Conciliation and Arbitration Board, and in the meantime use their most strenuous endeavours to prevent any strike or lock-out until after the London Labour Conciliation and Arbitration Board shall have exhausted all reasonable means of settlement.

They may from time to time consider and report to the London Labour Conciliation and Arbitration Board upon any matter affecting the interests of their particular trade upon which it may be thought desirable to employ the action or influence of the London Chamber of Commerce as a body.

Voting.—The regulations of Bye-Law 3 (*see under "Bye-Laws—Voting"*) as laid down for the guidance of the Trade Conciliation Committees shall also apply to the London Labour Conciliation and Arbitration Board.

Revision of Rules.

Alterations in Rules.—The London Chamber of Commerce places its rooms at the disposition of the London Labour Conciliation and Arbitration Board and of the Trade Conciliation Committees for holding their meetings. Any alterations in the rules and regulations of these bodies which may be from time to time proposed shall be submitted for approval to the Council of the Chamber.

Bye-Laws.—The above regulations shall be subject to bye-laws, to be specially framed for the purpose, and which shall be open to amendment as required from time to time, on agreement between the Council of the Chamber of Commerce and the London Labour Conciliation and Arbitration Board.

BYELAWS OF TRADE CONCILIATION COMMITTEES.

Constitution.

Formation of Committees.—Any trade carrying on its operations within the Metropolis or in the port of London, or within a reasonable distance thereof, can form a Conciliation Committee of its own trade under the foregoing rules.

Officers.

Chairman and Vice-Chairman.—Each Committee shall elect its own Chairman, who may be either a member of the Committee, or a person chosen from outside the Committee. Should the Chairman be a member of the Committee, he shall not have a second or casting vote. If the Committee, however, should elect a Chairman not being a member of the Committee, either as General Chairman, or to preside on any special occasion, he shall not vote with the Committee, and the Committee shall decide at the time of his election whether he shall have a casting vote or otherwise. The Committee shall also elect a Vice-Chairman, who shall, in the absence of the Chairman, exercise the same power as the Chairman.

Procedure.

Voting.—In the event of any question being put to the vote at any meeting where the number of representatives of the employers and employed shall not happen to be equal, any member present shall have the right to claim that the voting power of each order shall be equal, irrespective of the numbers present. In this case the Chairman shall call upon the order whose numbers predominate to exclude from the voting such a number of their order for the time being as shall suffice to produce an equality of voting between the two orders, the Chairman counting himself as one of the order to which he belongs.

Quorum.—A Quorum shall consist of not less than one-third of each order.

**WALSALL AND DISTRICT CONCILIATION AND
ARBITRATION BOARD.**

Functions of Board.

Object.—The objects of the Board are to mediate, and, if desired, to arbitrate between the Employers and Workmen of Walsall and District, when a dispute of any kind arises.

Constitution.

Representation.—The Board shall consist of a President, who shall be neither an employer nor an employee, and twelve members, *i.e.*—Six Representatives of Employers, to be elected annually by the Council of the Walsall and District Incorporated Chamber of Commerce; and six Representatives of Workmen, to be elected annually at a meeting of all the Trades' Societies in Walsall and District, called for the purpose by the Trades Council by advertisement and circular, giving 14 days' notice. The members of the Board shall be eligible for re-election.

Officers.—The Officers shall consist of a President, who shall hold office at the pleasure of the Board, a Chairman, Vice-Chairman, and two Secretaries, to be elected annually. The Chairman shall be chosen from one section, and the Vice-Chairman from the other section of the Board. One Secretary shall be appointed by the Employers', and the other by the Workmen's section, and they shall hold office at the pleasure of the Board.

Procedure.

Meetings.—The Annual Meeting, of which 14 days' notice shall be given, shall be held in the month of January.

The Board shall meet at such other times as the Chairman and Vice-Chairman, or any three of its Members may consider to be necessary.

Unless otherwise mutually decided upon, all meetings of the Board shall take place in the evenings, in the Board Room of the Chamber of Commerce, which shall be given free for the purpose, whenever such meetings do not clash with the other business of the Chamber of Commerce.

Quorum.—Not less than three Employers' Representatives and three Workmen's Representatives shall form a quorum.

Voting.—All questions shall be decided by a majority of votes.

Whenever it is necessary to take a vote, and one section of the Board is found to be unequal in number to the other, the section having the greater number present shall require one or more of its Members to abstain from voting, so as to give equal voting power to each side; but all Members present may take part in discussion.

Procedure in Disputes.—Where a difference exists, or is apprehended between Employers and Workmen, the Board shall take such steps as it deems expedient for the purpose of enabling the parties to the difference to meet together with or without the presence of a member or members of the Board, as may be desired by the parties to the difference.

On the application of either party, the Board shall sit as a Conciliation Board, and endeavour to bring about a settlement.

If either party object to submitting its case to the Board, the Board shall use its best endeavours to obtain the services of such conciliators or arbitrators as shall be agreeable to the parties to the difference.

On the written application of both parties to the difference the Board shall either sit as a Board of Arbitration, or if desired by both parties, it shall obtain the service of an approved outside arbitrator or arbitrators, and the decision shall be reduced to writing signed by the Officers of the Board, or the arbitrator or arbitrators, as the case may be, and such decision shall be binding.

Revision of Rules.

Alterations.—The rules shall be subject to revision at the Annual Meeting of the Board on due notice being given of such revision to one or both Secretaries in time to be placed on the agenda of notice calling the meeting.

Finance.

Expenses.—The members of the Board shall give their services gratuitously, and the ordinary expenses of the Board shall be borne in equal proportions by the Chamber of Commerce on one side and the Trade Societies represented on the Board on the other.

Other Rules.

Publication of Proceedings.—The Board shall advertise, or cause a report of some or all of its proceedings to be inserted in the local press at least once a year, but no account of the proceedings during the hearing of any dispute shall be published without the consent of the disputants.

Registration under Conciliation Act.—The Board shall be registered under the Conciliation Act of 1896.

ABERDEEN CONCILIATION BOARD.

Constitution.

Representation.—That four members, employers of labour, a like number of employees, and one independent member on each side who is neither an employer nor an employee, should be elected by the Chamber of Commerce and the United Trades Council respectively. That the ten members so elected shall choose an eleventh member to act as Chairman, one who from his position, influence, and experience, may be useful in promoting the objects of the Board.

Election.—That the Board so constituted shall be elected triennially.

Constitution of Trade Conciliation Committees.—That the separate Trade Conciliation Committees shall be elected by their respective trades, and shall be composed of equal numbers of employers and employed, the number of members on each committee and their rules of procedure being determined by each trade, subject to the approval of the Conciliation Board.

Procedure.

Procedure of Trade Conciliation Committees.—That it shall be the duty of the Trade Conciliation Committee to discuss matters of contention in their respective trades, and to endeavour amicably to settle all questions that may arise. In the event of their endeavours being unsuccessful, the questions in dispute shall be referred to the Conciliation Board; and, in the meantime, the Committees are to endeavour to prevent any strike or lock-out until the Conciliation Board shall have exhausted all means of amicable settlement.

Procedure of Board in Disputes.—That it shall be the duty of the Conciliation Board to promote amicable methods of settlement of labour disputes, by such means as in each case the Board may be able to adopt, and in particular:—

- (1.) To invite both parties to a dispute to a friendly conference, the members of the Board being present at such conference or not as the parties to the dispute may determine;
- (2.) Failing settlement by means of such conference, to invite the parties to lay their respective cases before the Board, with a view to the Board affording advice or mediation, or for the purpose of assisting them to choose arbitrators, to whom the question in dispute may be referred for decision;
- (3.) The Conciliation Board shall not itself act as a body of arbitrators unless expressly desired in writing by both parties to a dispute, and any reference to the Board as arbitrators may be limited to the choice of suitable individuals to act as arbitrators, chosen either from its own body or otherwise, or the reference may extend to and embrace the questions or matters in dispute, as the disputants may agree, and every such reference shall be in writing, and be binding on the parties to it.

(There are in existence 12 other District Boards of Conciliation, but as their services are rarely called upon it is not thought necessary to publish their rules.)

APPENDIX I.

**TRADE CONCILIATION AND ARBITRATION
BOARDS CLASSIFIED ACCORDING TO THE
PROCEDURE ADOPTED FOR THE SETTLEMENT
OF DISPUTES.**

APPENDIX I.

TRADE CONCILIATION AND ARBITRATION BOARDS CLASSIFIED ACCORDING TO THE PROCEDURE ADOPTED FOR THE SETTLEMENT OF DISPUTES.

I.—TRADE BOARDS WHOSE RULES PROVIDE COMPLETE AUTOMATIC MACHINERY FOR SETTLEMENT OF DISPUTES.

(a.) Reference to Board of Trade for Appointment of Final Authority to Settle Disputes.

Building Trades :—

Stockton-on-Tees, Thornaby, and Middlesbrough Painters' Conciliation Board.
 Standing Committee for the Operative Bricklayers' Society and the Master Builders' Association, Walsall.
 Standing Committee of the Amalgamated Society of Carpenters and Joiners and the Master Builders' Association, Walsall.
 West Bromwich Standing Committee of Employers and Builders' Labourers.
 London Stonemasons' Conciliation Board.
 London Master Builders' and Bricklayers' Conciliation Board.
 London Carpenters' and Joiners' Conciliation Board.
 London Plumbers' Conciliation Board.
 London Plasterers' Conciliation Board.
 London Smiths', Fitters', &c., Conciliation Board.
 London Millsawyers' and Wood-cutting Machinists' Conciliation Board.
 Conciliation Board for the Carpenter and Joiner Trade in the Glasgow District.

Coal Mining :—

Board of Conciliation for the Durham Coal Trade.

Metal Trades :—

The Conciliation Board of the Brass Foundry Trade.
 Board of Conciliation for the Gas and Electric Light Fittings Trade.
 Board of Conciliation for the Water, Steam, and Beer Fittings Trade.
 Landore Tube Works Conciliation Board.

Textile Trade :—

Nottingham Lace Trade General Purposes Committee.

Boot and Shoe Trade :—

Standing Committee for the Louis XV. Heel Trade, London Wholesale.
 Joint Standing Committee in connection with the Government Boot and Shoe Contractors.
 Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leeds.
 Anstey Boot and Shoe Trade Arbitration Board.
 Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leicester.
 Stafford Boot and Shoe Conciliation and Arbitration Board.
 Board of Conciliation and Arbitration for the Boot and Shoe Trade of Kettering and Rothwell (No. 1 Section, Lasters and Finishers).
 Board of Conciliation and Arbitration for the Boot and Shoe Trade of Kettering and Rothwell (No. 2 Section, Clickers and Pressmen).

(a.) Reference to Board of Trade for Appointment of Final Authority to Settle Disputes—continued.

Boot and Shoe Trade—continued.

- Board of Conciliation and Arbitration for the Boot and Shoe Trade (Lasters and Finishers) of Northampton and its Suburbs.
- Board of Conciliation and Arbitration for the Boot and Shoe Trade (Clickers and Pressmen) of Northampton and its Suburbs.
- London Machine Sewn Board (Lasters and Finishers).
- East of Scotland Boot Trade Arbitration Board.
- Board of Arbitration and Conciliation for the Boot and Shoe Trade of Glasgow.

Tailoring Trades :—

- Joint Conciliation Board of the Association of London Master Tailors and the Amalgamated Society of Tailors.
- Joint Conciliation Board of the Association of London Master Tailors and the London Society of Tailors.

Other Trades :—

- The London Letterpress Bookbinders' Piece Price Board.
- London Cabinet Makers' Conciliation Board.
- Huddersfield Corporation Tramways Conciliation Board.

(b.) Reference to Permanent Neutral Chairman, President Arbitrator, Umpire or Referee.

Building Trades :—

- Bricklayers' and Plasterers' Demarcation Conciliation Board for Newcastle and Gateshead.
- The Board of Conciliation for the House Painting Trade of Sunderland.
- Joint Standing Committee of the Leicester Master and Operative Plumbers.
- The Mason Employers of Arbroath and the Arbroath Branch of the National Labourers' Union Board of Arbitration.
- Dundee Joiners' Board of Conciliation.
- Dundee Plumbers' Board of Conciliation.
- Falkirk Carpenters and Joiners' Board of Conciliation.
- Edinburgh and Leith Slaters' Board of Conciliation.

Coal Mining :—

- The Board of Conciliation for the Coal Trade of the County of Northumberland.
- The Board of Conciliation for the Cumberland Coal Trade.
- The Board of Conciliation for the Coal Trade of the Federated Districts.
- The Wages Conciliation for the Coal Trade of the Radstock District of Somerset.
- The Board of Conciliation for the Coal Trade of Monmouthshire and South Wales.

Other Mining and Quarrying :—

- The Board of Conciliation for the Cumberland Iron Ore Trade.
- The Board of Conciliation for the West Cumberland Limestone Trade.

Iron and Steel Manufacture :—

- The Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England.
- The Board of Conciliation for the Blast Furnaces in the Nottingham District.

(b.) Reference to Permanent Neutral Chairman, President Arbitrator, Umpire or Referee—continued.

Iron and Steel Manufacture—continued.

Midland Iron and Steel Wages Board.

The Scottish Manufactured Iron Trade Conciliation and Arbitration Board.

Shipbuilding :—

Liverpool District Standing Committee of Shipwrights, Joiners, and Employers for Demarcation of Work.

Birkenhead District Standing Committee of Shipwrights, Joiners, and Employers for Demarcation of Work.

Mersey Boilermakers' and Shipwrights' Demarcation Board.

Boot and Shoe Trades :—

Board of Conciliation and Arbitration for the Boot and Shoe Trade of Newcastle-on-Tyne.

Board of Conciliation and Arbitration for the Boot and Shoe Trade of the City and County of Bristol.

Board of Arbitration and Conciliation for the Boot and Shoe Trade of Hinckley and District.

Transport Trade :—

North of England Steamship Owners' Association and North of England Trimmers and Teamers' Conciliation Board.

(c.) Reference to Arbitrator, Umpire, or Referee appointed *ad hoc*.

Building Trades :—

East Stirlingshire Joint Committee of Employers and Bricklayers.

Chester Painters' Board of Arbitration.

Manchester and Salford House Painters' Board of Arbitration.

Rossendale Painters' Board of Arbitration.

Iron and Steel Trades :—

Board of Conciliation and Arbitration for the Manufactured Steel Trade of the West of Scotland.

Board of Conciliation and Arbitration for the Steam, Electrical and Hydraulic Service of the Steel Trade of the West of Scotland.

Metal Trade :—

The South Staffordshire Bolt and Nut Trade Wages Board.

Textile Trade :—

The Board of Arbitration and Conciliation for the Employers (Dyers) and their Workmen (Dyers) of Leicester and the neighbourhood.

Boot and Shoe Trade :—

Board of Arbitration and Conciliation for the Boot and Shoe Trade of Norwich and District.

Transport Trade :—

Bristol Corn Trade Association and Dockers' Union Arbitration Board.

Bristol General Importers' and Dock Labourers' Arbitration Board.

Cardiff, Penarth, and Barry Coal Bunker Trimming Disputes Committee.

(d.) Reference to two Arbitrators and an Umpire, the Umpire having the final decision.

Building Trades :—

- The Newcastle-upon-Tyne and District House Painters' Board of Conciliation.
- The Tyne and Wear House Painters' Board of Conciliation.
- Conciliation Board for the Bristol Building Trades.
- Board of Conciliation for the Building Trades of Cheltenham.
- Exeter Building Trades Conciliation Board.

Coal Mining :—

- Joint Committee of the Northumberland Coal Owners' and Miners Associations.
- Joint Committee of the Northumberland Coal Owners' Association and the Northumberland Colliery Mechanics' Mutual Protection Association.
- Joint Committee of the Durham Coal Owners' and Miners' Associations.
- Joint Committee of the Durham Coal Owners' Associations and the Durham Colliery Mechanics' Association.
- Joint Committee of the Durham Coal Owners' Association and the Durham County Enginemen's Association.
- Joint Committee of the Durham Coal Owners' and Cokemen's Associations.

Iron Mining :—

- Joint Committee of the Cleveland Mine Owners and Miners.

Iron and Steel Trades :—

- The Joint Committee of the West Cumberland Ironmasters' Association and the Cumberland Division of the National Federation of Blastfurnacemen.
- Joint Committee of the Cleveland Ironmasters and Blastfurnacemen.

Engineering :—

- The North East Coast of England Marine Engineers' Conciliation Board.

(e).—Reference to three Arbitrators or Referees with decision by Majority.

Shipbuilding :—

- The Tyne Shipbuilding Demarcation Board.
- Tyne Shipwrights', Joiners', and Employers' Standing Committee for the Demarcation of Work.
- The Board of Conciliation for the Wear Shipbuilding Trade.
- Tees and Hartlepool Joint Committee and Board of Referees for the Demarcation of Work of Various Trades.
- Clyde Standing Committee of Shipwrights, Joiners and Employers for the Demarcation of Work.

Tailoring Trade :—

- Federated Conciliation Board of Jewish Tailors.

Other Trades :—

- The China Furniture Wages and Conciliation Board.*

* In the case of this Board disputes are referred to a Chamber of Arbitration.

II. — TRADE BOARDS WHOSE RULES PROVIDE MACHINERY FOR SETTLEMENT OF DISPUTES TO BE USED ONLY BY MUTUAL CONSENT OF THE PARTIES.

(a.) Final Reference to Board of Trade.

Building Trades :—

The Board of Conciliation and Reference of the National Association of Master Plumbers and the United Operative Plumbers' Association of Great Britain and Ireland.

(b.) Other Provision.

Building Trades :—

National Board of Conciliation for the Building Trades.
 Northern Centre Board of Conciliation for the Building Trades.
 Midland Centre Board of Conciliation for the Building Trades.
 Hartlepool Building Trades Conciliation Board.
 Stockton Building Trades Board of Conciliation.
 Sunderland and District Building Trades Conciliation Board.
 Tyne and Blyth District Conciliation Board for the Building Trades.
 Barnsley Building Trades Board of Conciliation.
 Bradford Building Trades Board of Conciliation.
 Bridlington Building Trades Board of Conciliation.
 Halifax Building Trades Board of Conciliation.
 Harrogate Building Trades Board of Conciliation.
 Hull Building Trades Board of Conciliation.
 Leeds Building Trades Board of Conciliation.
 Middlesbrough Building Trades Board of Conciliation.
 Scarborough Building Trades Board of Conciliation.
 Sheffield Building Trades Board of Conciliation.
 Wakefield Building Trades Board of Conciliation.
 York Building Trades Board of Conciliation.
 Altrincham, Sale and District Building Trades Board of Conciliation.
 Birkenhead and Wirral Building Trades Conciliation Board.
 Barrow-in-Furness Building Trades Board of Conciliation.
 Bolton Building Trades Board of Conciliation.
 Bury Building Trades Board of Conciliation.
 Leigh Building Trades Board of Conciliation.
 Liverpool Board of Conciliation for the Building Trades.
 Manchester Board of Conciliation for the Building Trades.
 Oldham Building Trades Board of Conciliation.
 Preston Board of Conciliation for the Building Trades.
 Birmingham Building Trades Board of Conciliation.
 Burton-on-Trent Building Trades Local Board of Conciliation.
 Derby Building Trades Board of Conciliation.
 Dudley Building Trades Board of Conciliation.
 Leicester Building Trades Board of Conciliation.
 Newark Building Trades Board of Conciliation.
 North Staffordshire Board of Conciliation for the Building Trades.
 Nottingham Building Trades Conciliation Board.
 Walsall Building Trade Conciliation Board.
 West Bromwich Building Trades Board of Conciliation.
 Wolverhampton Building Trades Local Conciliation Board.
 Worcester Building Trades Board of Conciliation.
 Norwich Building Trades Conciliation Board.
 Southern Centre Board of Conciliation for the Building Trades.
 Portsmouth Building Trades Conciliation Board.
 Rochester, Chatham and District Building Trades Conciliation Board.
 Southampton Building Trades Board of Conciliation.

(b.) Other Provision—continued.**Building Trades—continued.**

South Wales and Monmouth Centre Board of Conciliation for the Building Trades.

Cardiff Board of Conciliation for the Building Trades.

Newport Board of Conciliation for the Building Trades.

Swansea Board of Conciliation for the Building Trades.

Coal Mining :—

The Board of Conciliation for the Regulation of Wages in the Coal Trade of Scotland.

Iron Manufacture :—

The Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.

Engineering and Shipbuilding :—

The Board of Conciliation for the Patternmaking Industry of the North-East Coast.

Transport Trade :—

The Newport Coal and Coke Trimming Conciliation Board.

III.—TRADE BOARDS WHOSE RULES MAKE NO PROVISION FOR AVOIDING A DEADLOCK IN THE SETTLEMENT OF DISPUTES.

Building Trades :—

Middlesbrough Master Builders' and Builders' Labourers' Conciliation Board.

Standing Committees in the Birmingham Building Trades.

Brierley Hill Standing Committee of Employers and Bricklayers.

Kidderminster and District Standing Committee of Employers and Bricklayers.

Kidderminster and District Standing Committee of Employers and Builders' Labourers.

Malvern and District Board of Conciliation.

Stourbridge and District Standing Committee of Employers and Carpenters and Joiners.

Sutton Coldfield and District Standing Committee of Employers and Bricklayers.

Sutton Coldfield and District Carpenters' and Joiners' Standing Committee.

Sutton Coldfield and District Standing Committee of Employers and Builders' Labourers.

West Bromwich Standing Committee of Employers and Bricklayers.

West Bromwich Standing Committee of Employers and Stonemasons.

West Bromwich Standing Committee of Employers and Carpenters and Joiners.

Barry and District Standing Committee of Employers and Bricklayers.

Dundee and District Joint Committee of Employers and Plasterers.

East Stirlingshire Joint Committee of Employers and Masons.

Edinburgh and Leith Plasterers' Conciliation Board.

Joint Committee of the Master Masons, Bricklayers and Plasterers and the Labourers of Paisley and District.

Coal Mining :—

The Forest of Dean Conciliation Board

Iron and Steel Trades :—

South Wales Iron and Steel Wages Board.

Shipbuilding :—

Tyne Joint Committee of Employers and Boilermakers and Iron Shipbuilders.

Tees Joint Committee of Employers and Boilermakers and Iron Shipbuilders.

Shipwrights', Joiners' and Employers' Board for Demarcation of Work in connection with the Associated Yards at the Hartlepoons, Stockton and Middlesbrough.

Textile Trades :—

Joint Committee of Employers and Operatives in the Cotton Weaving Industry in North and North-East Lancashire.

Bradford Dyers' Association Wages Board.

Boot and Shoe Trade :—

Conciliation Board of the Masters' and Journeymen's Amalgamations—Cloggers.

Tailoring Trade :—

General Arbitration Board of the Tailoring Trade of Great Britain and Ireland.

[illegible]

WORK OF CONCILIATION AND ARBITRATION BOARDS, 1897-1906.

[illegible]

**NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO**

I.—Total

Classification of Boards.	Number of		
	1897.	1898.	1899.

A.—Cases in which a stoppage of work occurred

TRADE BOARDS :—

Building	—	—	—
Coal Mining	6	2	1
Iron Mining	—	—	—
Quarrying	—	—	—
Iron and Steel Manufacture	—	1	1
Engineering and Shipbuilding	2	2	—
Other Metal Trades	1	1	2
Textile	—	3	—
Boot and Shoe	1	1	1
Dock Labour	1	—	—
GENERAL BOARDS... ..	—	—	1
DISTRICT BOARDS... ..	1	—	1
TOTAL	12	10	7

B.—Cases in which no

TRADE BOARDS :—

Building	3	7	9
Coal Mining	409	407	361
Iron Mining	2	7	8
Quarrying	—	—	—
Iron and Steel	35	52	29
Engineering and Shipbuilding	68	53	81
Other Metal Trades	6	11	15
Textile	14	14	—
Boot and Shoe	231	136	124
Tailoring	11	53	40
Dock Labour	3	1	2
Other Trades	1	5	—
GENERAL BOARDS... ..	—	—	—
DISTRICT BOARDS... ..	5	6	2
TOTAL	788	752	671
Grand Total	800	762	678

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906, THE LABOUR DEPARTMENT.

Figures.

Cases Settled

1900.	1901.	1902.	1903.	1904.	1905.	1906.
-------	-------	-------	-------	-------	-------	-------

previous to settlement by Conciliation Board.

—	—	—	1	—	—	1
4	4	3	5	2	4	7
—	1	—	—	—	—	—
—	1	—	—	—	—	—
—	1	—	—	—	—	—
—	1	—	—	1	1	2
—	—	2	1	2	—	—
—	3	2	2	1	—	1
—	—	1	1	1	1	1
1	1	—	—	—	—	—
—	—	—	1	1	—	—
—	—	—	—	—	1	—
5	12	8	11	8	7	12

stoppage of work occurred.

23	13	11	9	13	22	32
305	398	438	514	422	642	502
6	19	9	8	8	9	7
1	1	—	—	2	2	15
20	36	34	47	30	25	21
103	113	103	76	68	52	44
14	10	17	26	22	1	5
—	—	6	5	3	14	11
107	101	56	58	35	37	29
13	3	18	27	4	8	2
11	—	2	5	22	15	12
—	—	—	10	9	2	—
1	—	1	—	—	1	2
2	2	1	3	4	2	3
606	696	696	788	642	832	685
611	708	704	799	650	839	697

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF SO FAR AS REPORTED TO

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

A.—Cases in which a stoppage of work occurred

TRADE BOARDS :—

Building Trades :—

Midland Centre Board of Conciliation for the Building Trades ...

London Master Builders' and Bricklayers' Conciliation Board ...

Dundee Joiners' Board of Conciliation ...

Coal Mining :—

Joint Committee of the Northumberland Coal Owners' and Miners' Associations.

Joint Committee of the Durham Coal Owners' and Miners' Associations

Board of Conciliation for the Cumberland Coal Trade ...

South Yorkshire Coal Trade Joint Committee ...

The Joint Committee of the West Yorkshire Coal Owners' Association and the Yorkshire Miners' Association.

Board of Conciliation for the Coal Trade of the Federated Districts ...

Forest of Dean Conciliation Board... ..

South Wales and Monmouthshire Colliery Workmen's Sliding Scale Joint Committee.

Board of Conciliation for the Coal Trade of Monmouthshire and South Wales.

Iron Mining :—

Joint Committee of the Cleveland Mine Owners and Miners ...

Quarrying :—

The Board of Conciliation for the West Cumberland Limestone Trade

Iron and Steel Manufacture :—

West Cumberland Ironmasters' and Blastfurnacemen's Joint Committee

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906.

THE LABOUR DEPARTMENT.

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

previous to settlement by the Conciliation Board.

1906	—	—	—	—	—	—	—	—	—	1
1900	—	—	—	—	—	—	1	—	—	—
1890	—	—	—	—	—	—	—	—	—	—
1873	1	—	—	—	—	—	—	—	—	—
1872	1	—	1	—	—	1	—	—	1	1
1879	—	1	—	—	1	1	1	2	—	1
1890	1	1	—	—	—	—	—	—	—	—
1890	1	—	—	—	—	—	—	—	—	—
1894	—	—	—	—	—	1	—	—	—	—
1895	—	—	—	—	—	—	—	—	—	—
1875	2	—	—	4	3	—	—	—	—	—
1903	—	—	—	—	—	—	4	—	3	5
1873	—	—	—	—	1	—	—	—	—	—
1900	—	—	—	—	1	—	—	—	—	—
1880	—	—	1	—	—	—	—	—	—	—

**NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE**

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

A.—Cases in which a stoppage of work occurred previous

TRADE BOARDS—continued.

Iron and Steel Manufacture—continued.

Midland Iron and Steel Wages Board

Board of Conciliation and Arbitration for the Manufactured Steel
Trade of the West of Scotland.

Engineering and Shipbuilding :—

Tyne Shipwrights', Joiners', and Employers' Standing Committee for
Demarcation of Work.

Tees Joint Committee of Employers and Boilermakers and Iron Ship-
builders.

Shipwrights', Joiners', and Employers' Board for the Demarcation of
Work in connection with the Associated Yards at Hartlepool, Stock-
ton, and Middlesbrough.

Tees and Hartlepool's Platers' and Helpers' Reference Board

Clyde Standing Committee of Shipwrights, Joiners, and Employers for
the Demarcation of Work.

Other Metal Trades :—

Conciliation Board of the Gas and Electric Light Fittings Trade ...

Conciliation Board of the Water, Steam, and Beer Fittings Trade ...

South Wales Tinplate Conciliation Board... ..

Textile Trades :—

Bradford Dyers' Association Wages Board

Board of Arbitration and Conciliation for the Employers (Dyers) and
their Workmen (Dyers) of Leicester and the neighbourhood.

Board of Arbitration and Conciliation of the Master Dyers and
Trimmers and their Workmen of Leicester and the neighbourhood.

Board of Conciliation and Reference for the Nottingham Lace Trade ..

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

to settlement by the Conciliation Board—*continued.*

1872	—	1	—	—	—	—	—	—	—	—
1890	—	—	—	—	1	—	—	—	—	—
1893	1	—	—	—	—	—	—	—	—	—
1895	—	—	—	—	1	—	—	—	1	1
1895	1	—	—	—	—	—	—	1	—	—
1898	—	1	—	—	—	—	—	—	—	1
1894	—	1	—	—	—	—	—	—	—	—
1896	1	—	—	—	—	—	—	—	—	—
1897	—	1	—	—	—	—	—	—	—	—
1899	—	—	2	—	—	2	1	2	—	—
1899	—	—	—	—	—	—	—	1	—	1
1894	—	1	—	—	—	—	—	—	—	—
1892	—	1	—	—	3	2	2	—	—	—
1868	—	1	—	—	—	—	—	—	—	—

**NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE**

II.—Individual.

NOTE.—Boards which have ceased to

Title of Board	

A.—Cases in which a stoppage of work occurred previous

TRADE BOARDS—continued.

Boot and Shoe Trades:—

Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leeds.		
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leicester.		
Stafford Boot and Shoe Conciliation and Arbitration Board	...	...
Board of Conciliation and Arbitration for the Boot and Shoe Trade (Lasters and Finishers) of Northampton and its suburbs.		
London Machine Sewn Board (Lasters and Finishers)	...	...
Board of Arbitration and Conciliation for the Boot and Shoe Trade of Glasgow.		

Dock Labour:—

Bristol Corn Trade Association and Dockers' Union Arbitration Board		
Newport Coal Tipplers' and Trimmers' Standing Committee	...	...

GENERAL BOARDS:—

Joint Committee of Trade Unionists and Co-operators	...	...
Joint Board of Arbitration, composed of Representatives from the Scottish section of the Co-operative Union, Ltd., and the Parliamentary Committee of the Scottish Trades Union Congress...		

DISTRICT BOARDS:—

London Labour Conciliation and Arbitration Board	...	...
Aberdeen Conciliation Board	...	...

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Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

to settlement by the Conciliation Board—continued

[illegible]

**NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE**

II.—Individual

NOTE.—*Boards which have ceased to*

Title of Board.

TRADE BOARDS:—

B.—Cases in which no

Building Trades:—

National Board of Conciliation for the Building Trades	...	...
Board of Conciliation and Reference of the National Association of Master Plumbers and United Operative Plumbers' Association of Great Britain and Ireland.		
Northern Centre Board of Conciliation for the Building Trades	...	
Midland Centre Board of Conciliation for the Building Trades	...	
Newcastle-upon-Tyne and District House Painters' Board of Conciliation.		
Board of Conciliation for the House Painting Trade of Sunderland	...	
United Board of Conciliation for the House Painting Trade of the Tyne and Wear.		
Bricklayers' and Plasterers' Demarcation Conciliation Board for Newcastle and Gateshead.		
Hartlepool Building Trades Conciliation Board...	...	...
Seaham Harbour Standing Board of Employers and Bricklayers	...	
Stockton-on-Tees, Thornaby and Middlesbrough Painters' Conciliation Board.		
Stockton Building Trades Board of Conciliation	...	...
Sunderland and District Building Trades Conciliation Board	...	...
Tyne and Blyth District Conciliation Board for the Building Trades	...	...
Barnsley Building Trades Board of Conciliation	...	...
*Bradford Stonemasons' Conciliation Board	...	...
*Bradford Carpenters' and Joiners' Conciliation Board	...	...
Bradford Building Trades Board of Conciliation	...	...
Bridlington Building Trades Board of Conciliation	...	...
Halifax Building Trades Board of Conciliation	...	...

* This has been superseded by the Bradford Building

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred.

1905	—	—	—	—	—	—	—	—	—	—
1897	1	3	1	—	2	—	—	2	3	—
1906	—	—	—	—	—	—	—	—	—	1
1906	—	—	—	—	—	—	—	—	—	—
1893	—	2	2	2	1	2	—	—	—	1
1895	1	—	1	—	—	—	—	—	—	—
1903	—	—	—	—	—	—	1	—	1	1
1897	—	—	—	—	—	—	—	2	—	—
1896	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	—	—	—	—	—	—	—
1901	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1904	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	1	—	1	—
1902	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1905	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—

Trades Board of Conciliation formed in 1906.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

TRADE BOARDS—continued.

B.—Cases in which no

Building Trades—continued.

Harrogate Building Trades Board of Conciliation	...	...	...
Hull Building Trades Board of Conciliation	...	...	...
Leeds Building Trades Board of Conciliation	...	...	...
Middlesbrough Building Trades Conciliation Board	...	...	...
<i>* Middlesbrough Master Builders' and Operative Bricklayers' Conciliation Board.</i>			
Middlesbrough Master Builders' and Builders' Labourers' Conciliation Board.			
Scarborough Building Trades Board of Conciliation	...	...	...
Sheffield Building Trades Board of Conciliation	...	...	...
Wakefield Building Trades Board of Conciliation	...	...	...
York Building Trades Board of Conciliation	...	...	...
Altrincham, Sale and District Building Trade Board of Conciliation	...	...	...
Barrow-in-Furness Building Trades Board of Conciliation	...	...	...
Bolton Building Trades Board of Conciliation	...	...	...
Bury Building Trades Board of Conciliation	...	...	...
Leigh (Lancs.) Building Trades Board of Conciliation	...	...	...
Liverpool Board of Conciliation for the Building Trades	...	...	...
Manchester Board of Conciliation for the Building Trades	...	...	...
Manchester and Salford House Painters' Board of Arbitration	...	...	...
Oldham Building Trades Conciliation Board	...	...	...
Preston Board of Conciliation for the Building Trades	...	...	...

* This has been superseded by the Middlesbrough

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.***Boards.***exist since 1897 are printed in italics.*

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1906	—	—	—	—	—	—	—	—	—	1
1906	—	—	—	—	—	—	—	—	—	2
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	1
1899	—	—	—	—	—	—	—	—	—	—
1899	—	—	—	—	—	2	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	2
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	1
1906	—	—	—	—	—	—	—	—	—	2
1906	—	—	—	—	—	—	—	—	—	1
1902	—	—	—	—	—	—	—	—	—	3
1905	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—

Building Trades Board formed in 1906.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

B.—Cases in which no

TRADE BOARDS—*continued.*

Building Trades—*continued.*

Standing Committees in the Birmingham Building Trades	...	...	...
Birmingham Building Trades Board of Conciliation	...	...	...
Brierley Hill Standing Committee of Employers and Bricklayers	...		
Conciliation Board for the Bristol Building Trades	...	...	...
* <i>Burton-on-Trent Standing Committee of Employers and Stonemasons</i>	...		
Burton-on-Trent Building Trades Board of Conciliation.	...	...	
Board of Conciliation for the Building Trades of Cheltenham	...		
Derby Building Trades Board of Conciliation	...	...	...
† <i>Dudley and District Standing Committee for Employers and Bricklayers.</i>	...		
Dudley Building Trades Board of Conciliation	...	...	...
Kidderminster and District Standing Committee of Employers and Bricklayers.			
Kidderminster and District Standing Committee of Employers and Builders' Labourers.			
Joint Standing Committee of Conciliation of the Leicester Master and Operative Plumbers.			
Leicester Building Trades Board of Conciliation	...	...	...
Malvern and District Board of Conciliation	...	...	...
Newark Building Trades Board of Conciliation	...	...	...
North Staffordshire Board of Conciliation for the Building Trades	...		
Nottingham Building Trades Conciliation Board	...	...	...
Stourbridge and District Standing Committee of Employers and Carpenters and Joiners.			

* This has been superseded by the Burton-on Trent

† This has been superseded by the Dudley Building

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1890	—	—	—	6	—	2	3	1	5	3
1906	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	1	—	—	—	—	—	—
1890	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1904	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	1	—	—	—
1904	—	—	—	—	—	—	—	—	—	—
1895	—	—	—	4	2	—	—	2	—	1
1906	—	—	—	—	—	—	—	—	—	—
1904	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—

Building Trades Board of Conciliation formed in 1906.
Trades Board of Conciliation formed in 1906.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

B.—Cases in which no

TRADE BOARDS—*continued.*

Building Trades—*continued.*

Sutton Coldfield and District Standing Committee of Employers and Bricklayers.				
Sutton Coldfield and District Carpenters' and Joiners' Standing Committee.				
Sutton Coldfield and District Standing Committee of Employers and Builders' Labourers.				
Standing Committee for the Operative Bricklayers' Society and the Master Builders' Association, Walsall.				
Standing Committee of the Amalgamated Society of Carpenters and Joiners and the Master Builders' Association, Walsall.				
Walsall Building Trades Conciliation Board	...	...	...	...
West Bromwich Standing Committee of Employers and Bricklayers	...			
West Bromwich Standing Committee of Employers and Stonemasons				
West Bromwich Standing Committee of Employers and Carpenters and Joiners.				
West Bromwich Standing Committee of Employers and Builders' Labourers.				
West Bromwich Building Trades Board of Conciliation	...	...		
Wolverhampton Building Trades Local Conciliation Board	...	...		
^a Worcester Standing Committee of Employers and Carpenters and Joiners.				
Worcester Building Trades Board of Conciliation	...	...	...	
Ipswich Building Trades Board of Conciliation	...	...	...	...
London Master Builders' and Bricklayers' Conciliation Board	...			
London Stonemasons' Conciliation Board	...	...	...	...
London Carpenters' and Joiners' Conciliation Board	...	...	...	...
London Plumbers' Conciliation Board	...	...	...	...

* This was superseded by the Worcester Building
† This was a joint case of

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1902	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1903	—	—	—	—	—	—	—	—	1	—
1903	—	—	—	—	—	—	—	—	1	—
1906	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	—	—	—	—	1	—	—
1902	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1895	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	1
1905	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	1	—	—	—	—	5	1†
1900	—	—	—	—	—	—	—	—	—	1
1900	—	—	—	1	1	—	2	2	3	1
1896	—	—	—	—	—	—	—	—	—	—

Trades Board of Conciliation formed in 1906.
Bricklayers and Plasterers.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—*Boards which have ceased to*

Title of Board.

TRADE BOARDS—*continued.* **B.—Cases in which no**

Building Trades—continued.

London Plasterers' Conciliation Board	...	...	...	...
London Smiths', Fitters', &c., Conciliation Board	...	...	...	...
London Mill-sawyers' and Wood-cutting Machinists' Conciliation Board	...	...	...	...
<i>London Builders' Labourers' Conciliation Board</i>	...	...	...	...
Exeter Building Trades Conciliation Board	...	...	...	...
Portsmouth Building Trades Conciliation Board...	...	...	...	...
<i>Conciliation Board for the Building Trades of Reading and District</i>	...	...	...	...
Rochester, Chatham, and District Building Trades Conciliation Boards	...	...	...	...
Southampton Building Trades Board of Conciliation	...	...	...	...
Barry and District Standing Committee of Employers and Bricklayers	...	...	...	...
The Mason Employers' of Arbroath and the Arbroath Branch of the National Labourers' Union Board of Arbitration.	...	...	...	...
Dundee Joiners' Board of Conciliation	...	...	...	...
Dundee Plumbers' Board of Arbitration	...	...	...	...
Dundee and District Joint Committee of Employers and Plasterers	...	...	...	...
East Stirlingshire Joint Committee of Employers and Bricklayers	...	...	...	...
East Stirlingshire Joint Committee of Employers and Masons...	...	...	...	...
Edinburgh and Leith Slaters' Conciliation Board...	...	...	...	...
Edinburgh and Leith Plasterers' Conciliation Board	...	...	...	...
Board of Conciliation for the Falkirk Carpenters and Joiners	...	...	...	...
The Conciliation Board for the Carpenter and Joiner Trade in the Glasgow District.	...	...	...	...
Joint Committee of the Master Masons, Bricklayers, and Plasterers and the Labourers of Paisley and District.	...	...	...	...

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1900	—	—	—	—	1	—	—	—	—	1
1896	—	—	—	—	—	—	—	—	—	—
1896	—	—	—	—	—	—	—	—	—	—
1896	—	—	—	—	—	—	—	—	—	—
1892	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1898	—	—	1	2	1	2	—	1	—	—
1906	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	1	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1890	—	—	—	2	—	1	—	—	—	—
1895	—	—	—	2	2	1	—	1	1	—
1899	—	—	—	—	—	1	—	—	—	—
1900	—	—	—	1	—	—	—	—	—	—
1900	—	—	—	—	—	—	—	—	—	—
1893	1	—	1	—	—	—	—	1	—	—
1882	—	—	2	—	2	—	—	—	—	—
1895	—	2	1	1	—	—	—	—	1	—
1906	—	—	—	—	—	—	—	—	—	7
1900	—	—	—	—	1	—	—	—	—	—

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

TRADE BOARDS—continued.

B.—Cases in which no

Coal Mining :—

*Board of Conciliation for the Coal Trade of the County of Northumberland.

Joint Committee of the Northumberland Coal Owners' and Miners' Associations.

Joint Committee of the Northumberland Coal Owners' and Colliery Mechanics' Mutual Protection Associations.

*Board of Conciliation for the Durham Coal Trade

Joint Committee of the Durham Coal Owners' and Miners' Associations.

Joint Committee of the Durham Coal Owners' and Cokemen's Associations.

Joint Committee of the Durham Coal Owners' Association and the Durham Colliery Mechanics' Association.

Joint Committee of the Durham Coal Owners' Association and the Durham County Enginemens' Association.

†Board of Conciliation for the Cumberland Coal Trade

South Yorkshire Coal Trade Joint Committee

The Joint Committee of the West Yorkshire Coal Owners' Association and the Yorkshire Miners' Association.

‡Board of Conciliation for the Coal Trade of the Federated Districts

§South Staffordshire and East Worcestershire Coal Trade Wages and Conciliation Board.

Forest of Dean Conciliation Board

Wages Conciliation Board for the Coal Trade of the Radstock District of Somerset.

South Wales and Monmouthshire Colliery Workmen's Sliding Scale Joint Committee.

||Board of Conciliation for the Coal Trade of Monmouthshire and South Wales.

Cambrian Collieries Conciliation Board

* Dissolved in 1896, but

† Lapsed in August, 1901, but

‡ Dissolved in 1896, but

§ Up to 1899 this existed as a Sliding Scale Committee;

|| This took the place of the

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1894	—	—	—	4	2	4	4	4	4	4
1873	62	56	49	88	48	54	80	106	138	90
1891	—	—	—	—	—	—	—	—	—	—
1895	—	—	1	6	7	7	9	6	7	4
1872	313	327	291	170	298	289	352	272	428	325
1876	25	6	5	12	10	16	14	15	26	25
1881	3	7	3	2	4	34	4	3	5	3
1873	6	3	4	6	6	9	2	5	3	7
1879	—	3	2	6	9	8	8	6	8	18
1890	—	—	—	—	—	—	—	—	—	—
1890	—	4	5	4	10	7	9	—	5	9
1894	—	—	1	2	—	1	2	1	—	1
1874	—	1	—	1	—	1	—	—	—	—
1895	—	—	—	—	—	—	1	1	—	1
1901	—	—	—	—	1	2	3	3	3	3
1875	—	—	—	1	—	—	—	—	—	—
1903	—	—	—	—	—	—	25	—	15	11
1901	—	—	—	—	—	3	—	—	—	—

reconstituted in 1899.

reconstituted in May, 1902.

reconstituted in 1899.

it was then formed into a Conciliation Board.

Sliding Scale Committee.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

B.—Cases in which no

TRADE BOARDS—continued.

Coal Mining—continued.

Board of Conciliation for the Regulation of Wages in the Coal Trade of Scotland.

Board of Conciliation of Coal Masters and Miners of Mid and East Lothian.

West Lothian District Local (Coal) Conciliation Board

Iron Mining :—

Joint Committee of the Cleveland Mine Owners and Miners

The Board of Conciliation for the Cumberland Iron Ore Trade

Quarrying :—

*Board of Conciliation for the West Cumberland Limestone Trade

Weardale Limestone Joint Committee

Board of Conciliation for the North Wales Quarries, Limited

Iron and Steel Manufacture :—

West Cumberland Ironmasters' and Blastfurnacemen's Joint Committee.

Joint Committee of the Cleveland Ironmasters and Blastfurnacemen

Board of Conciliation for the Blast Furnaces in the Nottingham District.

Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.

Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England.

Midland Iron and Steel Wages Board

South Wales Iron and Steel Wages Board... ..

The Scottish Manufactured Iron Trade Conciliation and Arbitration Board.

* Lapsed during 1903, but

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1900	—	—	—	3	3	3	1	—	—	1
1889	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	1	—	—	—	—	—	—
1873	2	7	8	6	19	9	8	8	9	5
1905	—	—	—	—	—	—	—	—	—	2
1900	—	—	—	1	1	—	—	2	2	2
1904	—	—	—	—	—	—	—	—	—	13
1880	—	—	—	—	—	—	—	—	—	—
1880	5	15	10	9	1	3	3	4	1	2
1872	4	18	6	3	13	10	18	5	8	6
1906	—	—	—	—	—	—	—	—	—	1
1900	—	—	—	1	—	—	—	—	—	—
1869	13	8	6	—	10	12	21	11	11	5
1872	10	2	2	4	9	2	4	8	2	5
1890	—	—	—	—	—	—	—	—	—	—
1897	2	5	3	2	1	2	—	—	—	1

reconstituted same year.

**NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE**

II.—Individual

NOTE.—*Boards which have ceased to*

Title of Board.

B.—Cases in which no

TRADE BOARDS—*continued.*

Iron and Steel Manufacture—*continued.*

Board of Conciliation and Arbitration for the Manufactured Steel Trade of the West of Scotland.

Board of Conciliation and Arbitration for the Steam, Electrical, and Hydraulic Service of the Steel Trade of the West of Scotland.

Engineering and Shipbuilding:—

° *Board of Conciliation for the Iron Founding Industry of the North-East Coast.*

Board of Conciliation for the Patternmaking Industry of the North-East Coast.

North-East Coast of England Marine Engineers' Conciliation Board ...

Tyne Shipbuilding Demarcation Board

Tyne Joint Committee of Employers and Boilermakers and Iron Shipbuilders.

Tyne Shipwrights', Joiners', and Employers' Standing Committee for Demarcation of Work.

Board of Conciliation for the Wear Shipbuilding Trade

Tees Joint Committee of Employers and Boilermakers and Iron Shipbuilders.

Tees and Hartlepoons Joint Committee and Board of Referees for the Demarcation of Work of various Trades.

† Shipwrights', Joiners', and Employers' Board for the Demarcation of Work in connection with the Associated Yards at Hartlepoons, Stockton, and Middlesbrough.

Tees and Hartlepoons Platers' and Helpers' Reference Board

Tees and Hartlepoons Standing Committee for Drillers... ..

Liverpool District Standing Committee of Shipwrights, Joiners and Employers for Demarcation of Work.

Birkenhead District Standing Committee of Shipwrights, Joiners and Employers for Demarcation of Work.

Mersey Boilermakers' and Shipwrights' Demarcation Board

* This Board is now
carried

† Originally the Board covered the Stockton and Hartlepool District only. In 1898

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905	1906.

stoppage of work occurred—*continued.*

1890	1	4	2	1	2	5	1	2	3	—
1906.	—	—	—	—	—	—	—	—	—	1
1894	2	3	2	—	—	—	1	—	—	—
1896	1	2	1	—	—	—	1	—	—	—
1892	1	—	1	—	1	—	1	—	—	1
1899	—	—	—	30	4	1	—	—	—	1
1894	—	3	5	3	9	22	1	9	7	2
1893	18	17	11	1	8	3	6	—	1	4
1885	1	1	—	—	—	1	4	3	—	8
1895	10	7	15	14	30	22	20	26	7	6
1898	—	—	—	—	—	1	1	3	2	—
1895	7	3	21	9	4	4	3	2	3	—
1898	—	3	—	5	9	12	2	2	2	3
1897	—	—	—	—	—	—	3	—	—	—
1900	—	—	—	—	—	1	2	2	1	1
1900	—	—	—	9	11	3	4	4	—	5
1902	—	—	—	—	—	—	—	—	—	—

being re-constituted.
a separate Board was formed for Middlesbrough, and in 1900 an amalgamation was
out,

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

B.—Cases in which no

TRADE BOARDS—*continued.*

Engineering and Shipbuilding—*continued.*

Clyde Standing Committee of Shipwrights, Joiners and Employers
for the Demarcation of Work.

Clyde Rivetters' Rates Committee of the Clyde Shipbuilders' Asso-
ciation and the Boilermakers' and Iron and Steel Shipbuilders'
Society.

Leith Standing Committee of Employers and Boilermakers and Iron
Shipbuilders.

Belfast Joiners' and Shipwrights' Standing Demarcation Committee ...

Other Metal Trades:—

South Staffordshire Bolt and Nut Trade Wages Board

Wages and Conciliation Board of the Metal Trade

The Conciliation Board of the Brass Foundry Trade

Brass and Iron Fenders Wages Board

Wages and Conciliation Board of the Fender and Fire Brasses Trade ...

Bedstead Trade Wages Board

Bedstead Mounts and Fender Supports Wages Board

The Wages and Conciliation Board for the Coffin Furniture Trade ...

Pin Trade Wages Board

Conciliation Board of the Cased Tube and Stair Rod Trade

Cycle Tube Trade Wages Board

Conciliation Board of the Gas and Electric Light Fittings Trade ...

Conciliation Board of the Water, Steam and Beer Fittings Trade ...

*Board of Conciliation and Arbitration for the Iron and Steel Wire Trade
of Great Britain.*

* This Board united with the Boards for the Gas and Electric Light

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1894	28	14	25	32	5	5	7	8	10	5
1900	—	—	—	—	31	26	19	9	19	8
1901	—	—	—	—	1	2	1	—	—	—
1905	—	—	—	—	—	—	—	—	—	—
1893	1	1	—	1	1	—	—	1	—	1
1896	—	—	2	1	—	2	—	—	—	—
1896	2	—	—	1 ^o	—	—	—	—	—	1
1896	—	—	1	—	—	—	—	—	—	—
1897	—	—	—	1	—	—	—	—	—	—
1893	—	—	2	—	—	—	—	—	—	—
1896	—	8	5	—	—	—	—	—	—	—
1896	—	—	1	—	—	—	—	—	—	—
1895	—	—	—	—	—	—	—	—	—	—
1896	2	2	2	—	—	—	—	—	—	—
1897	1	—	—	—	—	—	—	—	—	—
1896	—	—	—	o	—	—	—	—	—	1
1897	—	—	—	o	—	—	—	—	—	1
1901	—	—	—	—	—	—	—	—	—	—

Fittings and the Water, Steam and Beer Fitting Trades to settle one case.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Boards.

B.—Cases in which no

TRADE BOARDS—continued.

Other Metal Trades—continued.

South Wales Tinplate Conciliation Board...	...	...	...	...
*Landore Tube Works Conciliation Board	...	...	...	...

Textile Trades :—

Bradford Dyers' Association Wages Board	...	...	...	...
Board of Arbitration and Conciliation for the Employers (Dyers) and their Workmen (Dyers) of Leicester and the neighbourhood.				
Board of Arbitration and Conciliation of the Master Dyers and Trimmers and their Workmen of Leicester and the neighbourhood.				
Board of Conciliation and Reference for the Nottingham Lace Trade	...			...
†Nottingham Lace Trade General Purposes Committee	...			...
Board of Conciliation for the West Riding Dyers' and Finishers' Association, the Huddersfield and District Dyers' Association and the Pressers' Union.				
West Riding of Yorkshire Slubbing and Yarn Dyeing Conciliation Board				
West Riding of Yorkshire Cotton Warp Dyeing Conciliation Board	...			...

Boot and Shoe Trades :—

Conciliation Board of Masters' and Journeymen's Amalgamations—Cloggers.				
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Newcastle-on-Tyne.				
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leeds.				
Anstey Boot and Shoe Trade Arbitration Board	...	...	...	...
Birmingham Boot and Shoe Trade Arbitration Board	...	...	...	...
Board of Conciliation and Arbitration for the Boot and Shoe Trade of the City and County of Bristol.				

* This Board lapsed on 31st December, 1903, but was reconstituted in

† The levers section of the trade have withdrawn from the Committee.

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1899	—	—	2	10	1	—	9	—	1	—
1901	—	—	—	—	8	15	17	21	—	1
1899	—	—	—	—	—	—	1	3	11	11
1894	4	1	—	—	—	—	—	—	—	—
1892	3	—	—	—	—	6	4	—	—	—
1868	7	6	—	—	—	—	—	—	—	—
1904	—	—	—	—	—	—	—	—	3	—
1897	—	—	—	—	—	—	—	—	—	—
1893	—	1	—	—	—	—	—	—	—	—
1897	—	6	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1898	—	—	—	—	—	—	—	—	—	—
1893	5	10	3	11	7	—	4	4	7	11
1896	—	—	2	1	1	1	—	—	—	1
1891	6	4	—	1	—	—	—	—	—	—
1896	—	—	—	—	—	—	—	—	—	1

August, 1904.
but the curtain and plain net sections still retain their membership.

**NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE**

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.

TRADE BOARDS—continued.

B.—Cases in which no

Boot and Shoe Trades—continued.

°Board of Conciliation and Arbitration of the Boot and Shoe Trade of
Hinckley and District.

Board of Conciliation and Arbitration for the Boot and Shoe Trade of
Leicester.

†Stafford Boot and Shoe Conciliation and Arbitration Board

Board of Conciliation and Arbitration for the Boot and Shoe Trade of
Kettering and Rothwell ; No. 1 Section, Lasters and Finishers.

Board of Conciliation and Arbitration for the Boot and Shoe Trade of
Kettering and Rothwell ; No. 2 Section, Clickers and Pressmen.

Board of Conciliation and Arbitration for the Boot and Shoe Trade
(Lasters and Finishers) of Northampton and its suburbs.

Board of Conciliation and Arbitration for the Boot and Shoe Trade
(Clickers and Pressmen) of Northampton and its suburbs.

Standing Committee of Army Contractors and Representatives of
Boot and Shoe Operatives.

Norwich Boot and Shoe Trade Arbitration Board

Rushden and District Boot and Shoe Trade Arbitration Board

London Sew Round Board

London Machine Sewn Board (Lasters and Finishers)

London Clickers' and Pressmen's Board

Standing Committee for the Louis XV. Heel Trade, London Wholesale

East of Scotland Boot Trade Arbitration Board... ..

Board of Arbitration and Conciliation for the Boot and Shoe Trade of
Glasgow.

Tailoring :—

General Arbitration Board of the Tailoring Trade of Great Britain
and Ireland.

Manchester Conciliation Board for the Tailoring Trade

* Ceased to exist about 1906

† Ceased to exist about 1901

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1891	—	7	21	4	12	10	3	3	—	—
1875	18	20	11	14	8	9	19	18	12	7
1896	3	—	—	—	—	—	—	—	—	—
1887	3	2	—	—	—	—	1	1	1	2
1893	—	—	—	—	—	—	1	—	—	—
1888	143	45	35	18	39	25	22	4	5	—
1888	—	—	1	—	—	—	—	—	3	—
1905	—	—	—	—	—	—	—	—	1	1
1890	4	—	—	—	—	—	—	—	—	—
1890	—	—	—	—	—	—	—	—	—	—
1890	2	5	9	1	—	2	—	1	—	—
1883	18	4	15	31	10	3	4	1	4	4
1894	—	—	—	—	—	—	—	—	—	—
1905	—	—	—	—	—	—	—	—	3	—
1891	22	25	11	13	15	—	—	—	—	—
1896	7	14	16	13	9	6	4	3	1	2
1891	—	—	—	—	—	—	—	—	—	—
	—	—	1	1	1	—	—	2	—	—

but was reconstituted in 1907.
but was reconstituted in 1907.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—*Boards which have ceased to*

Title of Board.			
TRADE BOARDS—continued.			
Tailoring—continued.			
* Joint Conciliation Board of the Association of London Master Tailors and the Amalgamated Society of Tailors.			
Joint Conciliation Board of the Association of London Master Tailors and the London Society of Tailors.			
Aberdeen Joint Arbitration Committee of Master and Operative Tailors.			
Belfast Tailors' Joint Local Arbitration Committee	...	...	...
Dock Labour :—			
Bristol General Importers' and Dock Labourers' Arbitration Board	...		
Bristol Corn Trade Association and Dockers' Union Arbitration Board			
<i>Newport Coal Tipplers' and Trimmers' Standing Committee</i>	...	...	
Newport Coal and Coke Trimming Conciliation Board	...	...	...
<i>Cardiff, Penarth, and Barry Coal Trimmers' Standing Committee</i>			...
Cardiff, Penarth and Barry Coal Bunker Trimming Standing Committee.			
<i>Dundee Dock Labourers' Conciliation Board</i>	...	...	...
Committee representing the Employers and the Greenock Sugar Porters and Dock Labourers.			
Other Trades :—			
<i>Newcastle-on-Tyne and Gateshead Gas Employers' and Workmen's Conciliation Board.</i>			
<i>Staffordshire Potteries Board of Conciliation</i>	...	...	...
The China Furniture Wages and Conciliation Board	...	...	...
<i>Board of Conciliation for the West Bromwich, Oldbury and District Brick Trade.</i>			
<i>Jet and Rockingham Ware Trade Wages and Conciliation Board</i>			...

* Only employers were represented on this Board

† This case was considered jointly

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1896	—	—	—	—	—	—	1	2	3	—
1906	—	—	—	—	—	—	—	—	—	1†
1900	11	53	39	12	2	16	26	—	2	1
1901	—	—	—	—	—	2	—	—	3	—
1900	—	—	—	2	—	—	—	—	—	—
1900	—	—	—	—	—	—	—	—	—	1
1890	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	1	5	18	10	11
1890	3	1	2	6	—	—	—	—	—	—
1902	—	—	—	—	—	1	—	2	1	—
1900	—	—	—	3	—	—	—	—	—	—
1904	—	—	—	—	—	—	—	2	4	—
1897	—	5	—	—	—	—	—	—	—	—
1868	1	—	—	—	—	—	—	—	—	—
1896	—	—	—	—	—	—	3	—	—	—
1898	—	—	—	—	—	—	—	—	—	—
1897	—	—	—	—	—	—	—	—	—	—

until 1906, when the workpeople joined the Board.
by both the London Boards.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual

NOTE.—Boards which have ceased to

Title of Board.				
B.—Cases in which no				
TRADE BOARDS—continued.				
Other Trades—continued.				
The London Letterpress Bookbinders' Piece Price Board	...	...	...	...
London Cabinet Makers' Conciliation Board	...	...	...	...
Arbitration Board of the Baking Trade of Scotland	...	...	...	...
Joint Arbitration Committee in the Edinburgh Printing Trade	...	...	...	...
GENERAL BOARDS :—				
°The Industrial Union of Employers and Employed	...	...	...	...
National Industrial Association	...	...	...	...
Joint Committee of Trade Unionists and Co-operators	...	...	...	...
Joint Board of Arbitration, composed of Representatives from the Scottish section of the Co-operative Union, Limited, and the Parlia- mentary Committee of the Scottish Trades Union Congress.				
DISTRICT BOARDS :—				
Dewsbury and District Board of Conciliation	...	...	...	...
Halifax and District Board of Conciliation	...	...	...	...
Leeds Board of Conciliation...	...	...	...	...
Wakefield and District Board of Labour Conciliation	...	...	...	...
Yeadon, Guiseley and District Conciliation Board	...	...	...	...
Liverpool Board of Conciliation	...	...	...	...
Macclesfield and District Conciliation Board	...	...	...	...
Manchester Joint Board of Conciliation	...	...	...	...
Warrington Joint Board of Conciliation	...	...	...	...
Birmingham and District Conciliation Board	...	...	...	...

* In state

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1903	—	—	—	—	—	—	1	9	1	—
1900	—	—	—	—	—	—	1	—	—	—
1897	—	—	—	—	—	—	1	—	—	—
1898	—	—	—	—	—	—	4	—	1	—
1895	—	—	—	—	—	—	—	—	—	—
1900	—	—	—	—	—	—	—	—	—	—
1893	—	—	—	1	—	—	—	—	1	1
1899	—	—	—	—	—	1	—	—	—	1
1893	—	—	—	—	—	—	—	—	—	—
1891	—	—	—	—	—	—	—	—	—	—
1890	—	—	—	—	—	—	—	—	—	—
1893	—	—	—	—	—	—	—	—	—	—
1906	—	—	—	—	—	—	—	—	—	—
1892	—	—	—	—	—	—	—	—	—	—
1896	—	—	—	—	—	—	—	—	—	—
1890	—	—	—	—	—	—	—	—	—	—
1902	—	—	—	—	—	—	—	—	—	—
1892	—	—	—	—	—	—	—	—	—	—

of suspense.

NUMBER OF CASES SETTLED BY PERMANENT BOARDS OF
SO FAR AS REPORTED TO THE

II.—Individual.

NOTE.—*Boards which have ceased to*

Title of Board.

B.—Cases in which no

DISTRICT BOARDS—continued.

Bristol Conciliation and Arbitration Board	...	...	...	...
Derby Conciliation Board	...	...	...	...
Dudley and District Conciliation Board	...	...	...	...
°Walsall and District Conciliation and Arbitration Board	...	...	...	...
London Labour Conciliation and Arbitration Board	...	...	...	...
Plymouth Committee of Arbitration	...	...	...	...
Aberdeen Conciliation Board	...	...	...	...
<i>Ulster Conciliation Board</i>	...	...	...	...

* Board dissolved in 1894,

CONCILIATION AND ARBITRATION IN THE PERIOD 1897-1906,
LABOUR DEPARTMENT—*continued.*

Boards.

exist since 1897 are printed in italics.

Year of Formation.	Number of Cases Settled.									
	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.

stoppage of work occurred—*continued.*

1890	—	—	—	—	—	—	—	—	—	—
1892	—	—	—	—	—	—	—	—	—	—
1892	—	—	—	—	—	—	—	—	—	—
1890	—	—	—	—	—	1	—	—	—	—
1890	3	3	1	2	1	—	3	4	1	2
1892	—	—	—	—	—	—	—	—	—	—
1890	2	3	1	—	1	—	—	—	1	1
1895	—	—	—	—	—	—	—	—	—	—

but reconstituted in 1901.

APPENDIX III

**LIST OF EXISTING CONCILIATION AND ARBITRATION
BOARDS AND JOINT COMMITTEES WITH NAMES AND
ADDRESSES OF THEIR SECRETARIES.**

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
A.—TRADE BOARDS.		
(1.)—Building Trades.		
<i>National Boards.</i>		
Board of Conciliation and Reference of the National Association of Master Plumbers and United Operative Plumbers' Association of Great Britain and Ireland.	J. Beal, Newland, Hull.	E. E. Burns, 181, Clapham Road, S.W.
National Board of Conciliation for the Building Trades.	A. G. White, 31-32, Bedford St., Strand, W.C.	F. Chandler, J.P., 95, Brunswick St., Ardwick Green, Manchester.
<i>England and Wales.</i>		
<i>Northern Counties.</i>		
Northern Centre Board of Conciliation for the Building Trades.	Do. do.	A. Gould, 5, Laurel Grove, Park Rd., Hull.
Newcastle-upon-Tyne and District House Painters' Board of Conciliation.	R. G. Salmon, 21, Wentworth Place, Westmorland Rd., Newcastle-on-Tyne.	J. Connolly, 42, St. Peter's Rd., Byker, Newcastle-on-Tyne.
United Board of Conciliation for the House Painting Trade of the Tyne and Wear.	Do. do.	Do. do.
Bricklayers' and Plasterers' Demarcation Conciliation Board for Newcastle and Gateshead.	John T. Watson, Bank Chambers, Mosley St., Newcastle-on-Tyne.	
Board of Conciliation for the House Painting Trade of Sunderland.	W. H. Hope, Post Office Chambers, 14, Norfolk St., Sunderland.	G. Mackay, 18, Salem St., Sunderland.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
(1.)—Building Trades—cont.		
<i>Northern Counties—cont.</i>		
Sunderland and District Building Trades Conciliation Board.	W. H. Hope, Post Office Chambers, 14, Norfolk St., Sunderland.	—
Tyne and Blyth District Conciliation Board for the Building Trades.	Do. do.	T. Wilkinson, 1, Rosedale St., Newcastle-on-Tyne.
Hartlepoons Building Trades Conciliation Board.	W. C. Creasor, 5, Ellen Avenue, Hartburn Lane, Stockton.	T. Liddle, Osborne Road, West Hartlepool.
Stockton Building Trades Board of Conciliation.	Do. do.	Do. do.
Stockton-on-Tees, Thornaby, and Middlesbrough Painters' Conciliation Board.	S. L. Taylor, 10, Albert Road, Middlesbrough.	W. Sanders, 27, Derby St., Stockton-on-Tees.
<i>Yorkshire.</i>		
Barnsley Building Trades Board of Conciliation.	C. D. Potter, 12, Gawber Rd., Barnsley.	—
Bradford Building Trades Board of Conciliation.	A. Hammond, 2, Clement St., West Park Rd., Bradford.	J. W. Hopkinson, 74, Rooks Lane, Dudley Hill, Bradford.
Bridlington Building Trades Board of Conciliation.	A. Earnshaw, Trinity Rd., Bridlington.	E. Lidster, 56, North St., Bridlington.
Halifax Building Trades Board of Conciliation.	A. E. Dalzell, F.A.A., Exchange Chambers, 29, Northgate, Halifax.	<i>Carpenters and Joiners—</i> G. Shaw, 30, Pear St., Halifax.
Harrogate Building Trades Board of Conciliation.	W. Alcock, 26, Spring Grove, Harrogate.	<i>Masons—</i> H. Pratt, 4, Allerton St., Halifax.
		T. Clarke, 100, Mayfield Grove, Harrogate.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
(1.)—Building Trades—cont.		
<i>Yorkshire—cont.</i>		
Hull Building Trades Board of Conciliation.	E. Quibell, Builders' Exchange, 31, Posterngate, Hull.	S. R. Cuttill, 18, Wordsworth St., Westcott St., Hull.
Leeds Building Trades Board of Conciliation.	W. C. Ellisdon, Builders' Exchange, Leeds.	T. A. Holmes, 32, Bayswater Place, Roundhay Rd., Leeds.
Middlesbrough Building Trades Conciliation Board.	W. C. Creasor, 5, Ellen Avenue, Hartburn Lane, Stockton.	T. Liddle, Osborne Road, West Hartlepool.
Middlesbrough Master Builders' and Builders Labourers' Conciliation Board.	W. Rigby, 90, Granville Rd., Middlesbrough.	J. W. Welch, 75, Harris St., Middlesbrough.
Scarborough Building Trades Board of Conciliation.	F. Hardgrave, 27, Aberdeen Walk, Scarborough.	R. Frankish, 27, Commercial St., Scarborough.
Sheffield Building Trades Board of Conciliation.	T. Smith, Building Trades Exchange, Cross Burgess St., Sheffield.	F. Limage.
Wakefield Building Trades Board of Conciliation.	J. Beaumont, 16, Westfield Terrace, Wakefield.	H. Jagger, 18, Henry St., Wakefield.
York Building Trades Board of Conciliation.	C. Dent, 8, St. John's Crescent, York.	F. W. Nicholson, 7, Kidd's Terrace, York.
<i>Lancashire and Cheshire.</i>		
Altrincham, Sale and District Building Trades Board of Conciliation.	Wm. Moody, 31, Market St., Altrincham.	J. H. Grantham, 19, Hawthorn Rd., Hale, Altrincham.
Barrow-in-Furness Building Trades Board of Conciliation.	J. Baker, 26, Victoria Rd., Barrow.	T. H. Ivinson, 48, Manchester St., Barrow.
Birkenhead and Wirral Building Trades Conciliation Board.	A. H. Edwardson, 6, Hamilton Square, Birkenhead.	J. Fellowes, 39, Star St., Rock Ferry, Birkenhead.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
(1.)—Building Trades—cont.		
<i>Lancashire and Cheshire</i> —cont.		
Bolton Building Trades Board of Conciliation.	J. R. Vose, 11, Chancery Lane, Bolton.	W. T. Jones, 53, Darley St., Bolton.
Bury Building Trades Board of Conciliation.	R. Hall, 52, Frederick St., Bury.	W. Harper, 31, Wellington St., Elton, Bury.
Chester Painters' Board of Arbitration.	R. J. Ellis, 64, Foregate St., Chester.	W. Smith, 6, Kimberley Terrace, Hoole Lane, Chester.
Leigh Building Trades Board of Conciliation.	S. Wigham, 252, St. Helen's Rd., Bradshawleach, Leigh.	J. H. Hope, 4, Endsleigh Gardens, Leigh.
Liverpool Board of Conciliation for the Building Trade.	B. B. Moss, 24, Sir Thomas St., Liverpool.	W. R. Dobson, 9, Holyrood Terrace, Birchfield Rd., Fairfield, Liverpool.
Manchester Board of Conciliation for the Building Trades.	J. Tomlison, Cromwell Buildings, Blackfriars St., Manchester.	D. Scholefield, 25, Nelson St., Miles Platting, Manchester.
Manchester and Salford House Painters' Board of Arbitration.	A. N. Simmons, 1, Leamington St., Oxford Road, Manchester.	T. Staunton, 6, Palmerston St., Moss Side, Manchester.
Oldham Building Trades Board of Conciliation.	Messrs. Cowper & Dean, 16, Clegg St., Oldham.	S. Dobson, 132, Park St., Oldham.
Preston Board of Conciliation for the Building Trades.	J. Tomlison, 21, West Cliff, Preston.	J. Whiteside, 17, St. Peter's Sq., Preston.
Rossendale Painters' Board of Arbitration.	T. E. Cowpe, 95, Bacup Rd., Rawtenstall.	—
<i>Midland Counties.</i>		
Midland Centre Board of Conciliation for the Building Trades.	F. W. Amphlet, 58, New Street, Birmingham.	John Blount, 37, King St., Derby.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(1.)—**Building Trades**—*cont.**Midland Counties—cont.*

Standing Committees in the Birmingham Building Trades :— Carpenters and Joiners.	E. J. Bigwood, 17 & 19, Colmore Row, Birmingham.	B. Hawken.
Bricklayers (Man- chester Unity).	Do do.	—
Bricklayers (London Order).	Do. do.	—
Plasterers	Do. do.	H. Duckett, 42, Shenston Rd., Dudley Rd., Birmingham.
Masons	Do. do.	D. Dobson, 3, Chequers Grove, Belbarn Rd., Birmingham.
Plumbers	Do. do.	J. Robinson, 32, Colville Road, Sparkbrook, Birmingham.
Builders' Labourers	Do. do.	—
Birmingham Building Trades Board of Con- ciliation.	Do. do.	W. W. Saunders, 3, Strensham Rd., Balsall Heath, Birmingham.
Brierley Hill Standing Committee of Em- ployers and Bricklayers.	C. Griffiths, Valley Rd., Lye, Stourbridge.	W. H. Barker, 11, Cottage St., Brierley Hill
Conciliation Board for the Bristol Building Trades.	A. J. Pitt, Guildhall, Small St., Bristol.	—
Burton-on-Trent Build- ing Trades Local Board of Conciliation.	A. W. Chamberlain, Uxbridge St., Burton-on-Trent.	F. Jones, 14, Newton Rd., Burton-on-Trent.
Board of Conciliation for the Building Trades of Cheltenham.	L. Vizard, F.S.A.A., 2, Clarence Parade, Cheltenham.	J. W. Betteridge, Melville, Swindon Rd., Cheltenham.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
(1.)—Building Trades—cont.		
<i>Midland Counties—cont.</i>		
Derby Building Trades' Board of Conciliation.	Amos Wright, Corn Exchange, Derby.	J. Newton, Stanley St., Derby.
Dudley Building Trades Board of Conciliation.	D. Jakeman, 16, Mafeking St., Dudley.	E. Percy, Salop St., Dudley.
Kidderminster and District Standing Committee of Employers and Bricklayers.	E. Harris, Crane St., Kidderminster.	W. Walters, 17, Albert Rd., Kidderminster.
Kidderminster and District Standing Committee of Employers and Builders' Labourers.	—	P. Grealy, 17, Waterloo St., Kidderminster.
Joint Standing Committee of Conciliation of the Leicester Master and Operative Plumbers.	E. J. Underwood, 30, Narborough Rd., Leicester.	W. J. Tilley, 51, Glossop St., Leicester.
Leicester Building Trades Board of Conciliation.	W. E. Starkey, 8, Melbourne Rd., Leicester.	W. Boulter, 110, Wilberforce Rd., Leicester.
Malvern and District Board of Conciliation.	C. C. Broad, Cecil Lodge, Avenue Rd., Great Malvern.	B. O. Allen.
Newark Building Trades Board of Conciliation.	S. G. Brown, 10, Winchelsea Avenue, Newark.	G. Stafford, 70, Cross St., Newark.
North Staffordshire Board of Conciliation for the Building Trades.	F. W. Harris, Moor House, Burslem.	J. Mayer, Seabridge Rd., Newcastle-under-Lyme.
Nottingham Building Trades Conciliation Board.	W. J. Barton, Bentnck Buildings, Wheeler Gate, Nottingham.	O. C. Johnson, 10, Healey St., Kirkewhite St., Nottingham.
Stourbridge and District Standing Committee of Employers and Carpenters and Joiners.	C. Griffiths, Valley Road, Lye, Stourbridge.	—

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(1.)—**Building Trades**—*cont.**Midland Counties—cont.*

Sutton Coldfield and District Standing Committee of Employers and Bricklayers.	W. T. Coleman, "Hilldene," Four Oaks, Sutton Coldfield, Birmingham.	J. G. Bunn, Coleshill St., Sutton Coldfield, Birmingham.
Sutton Coldfield and District Carpenters' and Joiners' Standing Committee.	Do. do.	T. W. Lawrence, Rose Cottage, Birmingham Rd., Maney, Sutton Coldfield, Birmingham.
Sutton Coldfield and District Standing Committee of Employers and Builders' Labourers.	Do. do.	T. Whittaker, 27, Coles Lane, Maney, Sutton Coldfield, Birmingham.
Walsall Building Trades Conciliation Board.	John L. Sweet, 113, Rutter St., Walsall.	J. Stokes, 52, Rutter St., Walsall.
Standing Committee for the Operative Bricklayers' Society and the Master Builders' Association, Walsall.	Do do.	Wm. Ball, 54, Emery St., Walsall.
Standing Committee of the Amalgamated Society of Carpenters and Joiners and the Master Builders' Association, Walsall.	Do. do.	J. Stokes, 52, Rutter St., Walsall.
West Bromwich Standing Committee of Employers and Bricklayers.	T. Dallow, 4, High St., West Bromwich.	—
West Bromwich Standing Committee of Employers and Stonemasons.	Do. do.	—
West Bromwich Standing Committee of Employers and Carpenters and Joiners.	Do. do.	—
West Bromwich Standing Committee of Employers and Builders' Labourers.	Do. do.	A. Timmins, 58, Glover St., West Bromwich.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(1.)—**Building Trades**—*cont.*

<i>Midland Counties</i> — <i>cont.</i>		
West Bromwich Building Trades Board of Conciliation.	T. Dallow, 4, High St., West Bromwich.	J. Thursfield, 25, Alfred St., West Bromwich.
Wolverhampton Building Trades Local Conciliation Board.	W. V. Vale, 18, Darlington St., Wolverhampton.	E. J. Jones, 37, Johnson St., Wolverhampton.
Worcester Building Trades Board of Conciliation.	W. Phelps, Rowley House, White Ladies Close, Worcester.	G. J. Cox, 17, Somers Rd., Worcester.
<i>London.</i>		
London Master Builders' and Bricklayers' Conciliation Board.	T. Costigan, 31 and 32, Bedford St., Strand, W.C.	W. H. Lovatt, 46, Southwark Bridge Road, S.E.
London Stonemasons' Conciliation Board.	Do. do.	P. Weighill, 15, Argyle St., King's Cross, W.C.
London Carpenters' and Joiners' Conciliation Board.	Do. do.	S. Stennett, 93 and 94, Chancery Lane, W.C.
London Plumbers' Conciliation Board.	Do. do.	United Operative Plumbers' Associa- tion— J. Beeston, 96, Faraday St., S.E. London Plumbers' Society— H. G. King, 47, Cranbrook Rd., Chiswick, W.
London Plasterers' Conciliation Board.	Do. do.	R. F. Gilling, Club Union Buildings, Clerkenwell Road, E.C.
London Smiths', Fitters', &c., Conciliation Board.	Do. do.	C. Fobbs, 54, Kilmaine St., Fulham, S.W.
London Mill-sawyers' and Wood-cutting Machinists' Conciliation Board.	Do. do.	E. Gay, 155, Hampstead Rd., N.W.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(1.)—**Building Trades**—*cont.**South Wales and Monmouth.*

South Wales and Monmouth Centre Board of Conciliation for the Building Trades.

W. H. Billings,
Salubrious Chambers,
Swansea.

J. Parry,
5, Fanny Street,
Cardiff.

Barry and District Standing Committee of Employers and Bricklayers.

—

H. J. Gilbert,
2, Kathleen St.,
Barry,
Glam.

Cardiff Board of Conciliation for the Building Trades.

W. H. Billings,
Salubrious Chambers,
Swansea.

—

Newport Board of Conciliation for the Building Trades.

R. Richards,
Mount Eveswell.
Eveswell Park,
Newport.

—

Swansea Board of Conciliation for the Building Trades.

W. H. Billings,
Salubrious Chambers,
Swansea.

—

Other Districts.

Southern Centre Conciliation Board for the Building Trades.

T. Costigan,
31-32, Bedford St.,
Strand, W.C.

A. E. Hatcher,
126, Walmer Road,
Fratton,
Portsmouth.

Exeter Building Trades Conciliation Board.

W. Richards,
55, Portland St.
Exeter.

—

Norwich Building Trades' Conciliation Board.

J. H. Hatch,
Victoria Chambers,
Bank Plain,
Norwich.

G. E. Beckwith,
37, Thorn Lane,
Norwich.

Portsmouth Building Trades' Conciliation Board.

F. B. Roskell,
2, Playfair Road,
Southsea.

J. W. Penn,
66, Wymering Rd.,
North End,
Portsmouth.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(1.)—**Building Trades**—*cont.**Other Districts—cont.*

Rochester, Chatham and District Building Trades' Conciliation Board.	H. Edmonds, 12, Railway St., Chatham.	A. R. Balcomb, 14, Dale St., Chatham.
Southampton Building Trades' Board of Conciliation.	A. T. Doggrell, 22, King's Park Rd., Southampton.	W. Haines, Rydford, Brook Road, Bitterne, Southampton.
<i>Scotland.</i>		
The Mason Employers' of Arbroath and the Arbroath Branch of the National Labourers' Union Board of Arbitration.	H. Lorimer, <i>Solicitor</i> , 25, Market Place, Arbroath.	David Hebenton, 7, Duke St., Arbroath.
Dundee Joiners' Board of Conciliation.	J. Wilkie, <i>Solicitor</i> , 20, Reform St., Dundee.	Jas. Walker, 45, Watson St., Dundee.
Dundee Plumbers' Board of Arbitration.	Do. do.	A. Robertson, 15, Blackness St., Dundee.
Dundee and District Joint Committee of Employers and Plasterers.	J. Laburn, 18, Mid Street, Dundee.	J. Ovenstone.
East Stirlingshire Joint Committee of Employers and Bricklayers.	P. McLachlan, Stenhousemuir, Larbert.	J. Fleming, East Wallace Street, Falkirk.
East Stirlingshire Joint Committee of Employers and Masons.	Do. do.	J. Taylor, 9, James Street, Stenhousemuir, Larbert.
Edinburgh and Leith Slaters' Conciliation Board.	A. Dobson, 2, Bernard Terrace, Edinburgh.	M. Lawrence, 69, Kirkgate, Leith, Edinburgh.
Edinburgh and Leith Plasterers' Conciliation Board.	W. Stewart, 98, Dalry Road, Edinburgh.	J. Spalding, 16, Dundee Street, Edinburgh.
Board of Conciliation for the Falkirk Carpenters and Joiners.	R. Nimmo, Meeks Road, Falkirk.	C. McPherson, Well Side Place, Falkirk.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(1.)—**Building Trades**—*cont.**Scotland—cont.*

The Conciliation Board for the Carpenter and Joiner Trade in the Glasgow District.	J. D. Ramsay, 87, St. Vincent St., Glasgow.	Alex. Stark, 35, Dundas St., Glasgow.
Joint Committee of the Master Masons, Bricklayers and Plasterers and the Labourers of Paisley and District.	T. Fulton Reid, <i>Writer</i> , Express Buildings, Paisley.	P. Kane, 18, Queen St., Paisley.

(2.) **Coal Mining.***England and Wales.**Federated Districts.*

Board of Conciliation for the Coal Trade of the Federated Districts.	T. Ratcliffe Ellis, { 6, Strand, W.C. { 18, King St., Wigan.	T. Ashton, 925, Ashton Old Rd., Fairfield, Manchester.
<i>Northumberland and Durham.</i>		
Board of Conciliation for the Coal Trade of the County of Northumberland.	R. Guthrie, Coal Trade Offices, Neville Hall, Westgate Road, Newcastle-on-Tyne.	Wm. Straker, Burt Hall, Northumberland Rd., Newcastle-on-Tyne.
Joint Committee of the Northumberland Coal Owners' and Miners' Associations.	M. Walton Brown, <i>Mining Engineer</i> , Neville Hall, Newcastle-on-Tyne.	J. Cairns, Burt Hall, Northumberland Rd., Newcastle-on-Tyne.
Joint Committee of the Northumberland Coal Owners' and Colliery Mechanics' Mutual Protection Associations.	Do. do.	J. Batey, 33, Church St., Backworth, Newcastle-on-Tyne.
Board of Conciliation for the Durham Coal Trade.	R. Guthrie, Coal Trade Offices, Neville Hall, Westgate Road, Newcastle-on-Tyne.	J. Wilson, M.P. 16, North Rd., Durham.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
(2.)—Coal Mining—cont.		
<i>Northumberland and Durham—cont.</i>		
Joint Committee of the Durham Coal Owners' and Miners' Associations.	M. Walton Brown, <i>Mining Engineer</i> , Neville Hall, Newcastle-on-Tyne.	S. Galbraith, 16, North Rd., Durham.
Joint Committee of the Durham Coal Owners' and Cokemen's Associations.	Do. do.	J. Ogg, 12, The Avenue, Durham.
Joint Committee of the Durham Coal Owners' Association and the Durham Colliery Mechanics' Association.	Do. do.	J. W. Taylor, M.P., The Avenue, Durham.
Joint Committee of the Durham Coal Owners' Association and the Durham County Enginemen's Association.	Do. do.	—
<i>Other Districts.</i>		
Board of Conciliation for the Cumberland Coal Trade.	Tom P. Martin, 29, Belle Isle Place, Workington.	Councillor A. Sharp, J.P. 77, Senhouse St., Maryport.
The Joint Committee of the West Yorkshire Coal Owners' Association and the Yorkshire Miners' Association.	B. Day, <i>Solicitor</i> , 4, Central Bank Chambers, Infirmary St., Leeds.	J. Wadsworth, M.P. Miners' Office, Huddersfield Rd., Barnsley.
South Yorkshire Coal Trade Joint Committee.	F. Parker Rhodes, Moorgate St., Rotherham.	Do. do.
South Staffordshire and East Worcestershire Coal Trade Wages and Conciliation Board.	J. Dudley, Castle Foot, Dudley, Worc.	H. Whitehouse, Dudley Rd., Tipton.
Forest of Dean Conciliation Board.	F. Brain, Trafalgar House, Drybrook, Mitcheldean, R.S.O., Glos.	G. H. Rowlinson, Miners' Office, Cinderford, Newnham, Glos.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(2.)—Coal Mining—cont.*Other Districts—cont.*

Wages Conciliation Board for the Coal Trade of the Radstock District of Somerset.	G. E. Batey, Clandown House, nr. Radstock.	S. H. Whitehouse, Newnham House, Midsomer Norton, nr. Bath.
Board of Conciliation for the Coal Trade of Monmouthshire and South Wales.	W. Gascoyne Dalziel, Park Place, Cardiff.	T. Richards, M.P., Ty Cendi, Beaufort, Mon.

Scotland.

Board of Conciliation for the Regulation of Wages in the Coal Trade of Scotland.	R. Baird, 53, Bothwell St., Glasgow.	R. Brown, 37, Muir Park, Eskbank, Dalkeith.
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(3.)—Iron Mining.

Joint Committee of the Cleveland Mine Owners and Miners.	J. Dennington, 5, Zetland Rd., Middlesbrough.	G. B. Hobbs, 17, Ruby St., Saltburn-on-Sea.
The Board of Conciliation for the Cumberland Iron Ore Trade.	Tom P. Martin, 29, Belle Isle Place, Workington.	J. Flynn, J.P. High St., Cleator Moor, S.O., Cumberland.

(4.)—Quarrying.

Weardale Limestone Joint Committee.	C. J. Coleby, 92, Northgate, Darlington.	G. B. Hobbs, 17, Ruby St., Saltburn-on-Sea.
The Board of Conciliation for the West Cumberland Limestone Trade.	Tom P. Martin, 29, Belle Isle Place, Workington.	W. Cowen, 45, Irish St., Whitehaven, Cumberland.
Board of Conciliation for the North Wales Quarries, Ltd.	W. Jones, 8, Coetmor Terrace, Bethesda.	—

(5.)—Iron and Steel Trades.*England and Wales.*

Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England.	J. R. Winpenny, Royal Exchange, Middlesbrough.	J. Cox, 6, Mount Pleasant, Darlington.
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Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(5.)—Iron and Steel Trades—cont.*England and Wales—cont.*

Joint Committee of the Cleveland Ironmasters and Blastfurnacemen.	J. Dennington, 5, Zetland Rd., Middlesbrough.	I. Hall, 87, Grange Rd. West, Middlesbrough.
West Cumberland Ironmasters' and Blastfurnacemen's Joint Committee.	F. W. Jackson, 10, John St., Workington.	P. Walls, Exchange Buildings, Moss Bay, Workington.
Midland Iron and Steel Wages Board.	D. Jones, The Blue House, Albrighton, Wolverhampton.	—
The Board of Conciliation for the Blast Furnaces in the Nottingham District.	G. J. Ward, Stanton Iron Works, Ltd. nr. Nottingham.	W. Thorne, M.P. 172, Pentonville Rd., King's Cross.
South Wales Iron and Steel Wages Board.	B. Edwards, Blaenavon Iron Works, Blaenavon, R.S.O., Mon.	W. Williams, 26, Williams Place, Pen-y-darren, Merthyr Tydvil.

Scotland.

Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.	J. C. Bishop, 156, St. Vincent St., Glasgow.	J. Gavin, Gordon Chambers, 90, Mitchel St., Glasgow.
The Scottish Manufactured Iron Trade Conciliation and Arbitration Board.	Do. do.	Do. do.
Board of Conciliation and Arbitration for the Manufactured Steel Trade of the West of Scotland.	W. H. Pearson, 23, Royal Exchange Square, Glasgow.	Do. do.
Board of Conciliation and Arbitration for the Steam, Electrical and Hydraulic Service of the Steel Trade of the West of Scotland.	Do. do.	T. Dobson, 18, Parliament St., Stockton-on-Tees.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(6.)—Engineering and Shipbuilding.*England.*

North-East Coast of England Marine Engineers' Conciliation Board.	A. H. Cook, 26, St. Thomas St., Sunderland.	W. Burdon, 8, King St., South Shields.
Board of Conciliation for the Patternmaking Industry of the North-East Coast.	James Robinson, Clarendon House, Clayton Street West, Newcastle-on-Tyne.	J. G. Kay, Whitburn House, Atkinson Rd., Sunderland.
Tyne Shipbuilding Demarcation Board.	Do. do.	—
Tyne Shipwrights', Joiners', and Employers' Standing Committee for Demarcation of Work.	Do. do.	—
Tyne Joint Committee of Employers and Boilermakers and Iron Shipbuilders.	Do. do.	J. Matthews, 51, Monkton St., Jarrow.
Board of Conciliation for the Wear Shipbuilding Trade.	J. Haswell, D.C.L., <i>Solicitor</i> , 58, John St., Sunderland.	R. H. Laws, 75, Eglinton St., Monkwearmouth, Sunderland.
Tees Joint Committee of Employers and Boilermakers and Iron Shipbuilders.	C. H. Maddison, Tees and Hartlepool Shipbuilders' Association, Stockton-on-Tees.	Mr. Carlin, 28, Westbourne Terrace, Stockton-on-Tees.
Shipwrights', Joiners' and Employers' Board for the Demarcation of work in connection with the Associated yards at Hartlepool, Stockton and Middlesbrough.	Do. do.	—
Tees and Hartlepool Joint Committee and Board of Referees for the Demarcation of work of various trades.	Do. do.	*

* The Employers' Secretary is the Secretary of the Board. The following Societies are parties to the Board for their members in the District:—Boilermakers and Iron Shipbuilders; Amalgamated Engineers; Amalgamated Drillers and Hole Cutters; Onward Drillers and Hole Cutters; United Operative Plumbers; Amalgamated Carpenters and Joiners (except for differences with Shipwrights); Amalgamated Mill Sawyers and Machinists; Associated Shipwrights; Wear Shipwrights (except for differences with Joiners); Co-operative Smiths; United Patternmakers; Associated Blacksmiths.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(6.)—Engineering and Shipbuilding—cont.

<i>England—cont.</i>		
Tees and Hartlepoons Platers' and Helpers' Reference Board.	C. H. Maddison, Tees and Hartlepool Shipbuilders' Association, Stockton-on-Tees.	*
Tees and Hartlepoons Standing Committee for Drillers.	Do. do.	o
Liverpool District Standing Committee of Shipwrights, Joiners, and Employers for Demarcation of work.	E. Rothwell, 18, Goree Piazzas, Liverpool.	Shipwrights' Secretary— C. Matthews, 22, Menzies St., Toxteth Park, Liverpool.
Birkenhead District Standing Committee of Shipwrights, Joiners, and Employers for Demarcation of work.	P. McMenemey, c/o Cammell, Laird & Co., Ltd., Birkenhead.	
Mersey Boilermakers' and Shipwrights' Demarcation Board.	†	W. Brooks, 7, Whitaker St., Liverpool.
		C. Neil, 36, Moses St., Liverpool.
<i>Scotland.</i>		
Clyde Standing Committee of Shipwrights, Joiners and Employers for the Demarcation of work.	T. Biggart, Fyfe Chambers, 105, West George St., Glasgow.	Joiners' Secretary— Wm. Galloway, 127, Langlands Rd., Govan.
	•	Shipwrights' Secretary— R. Ramage, 2, George St., Whiteinch, Glasgow.
Clyde Rivetters' Rates Committee of the Clyde Shipbuilders' Association and the Boilermakers' and Iron and Steel Shipbuilders' Society.	Do. do.	J. Conley, 36, Sutherland St., Partick, Glasgow.

* The Employers' Secretary is the Secretary of the Board.

† The Employers are not represented on this Board.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(6.)—Engineering and Shipbuilding—cont.

<i>Scotland—cont.</i>		
Leith Standing Committee of Employers and Boilermakers and Iron Shipbuilders.	A. Gray Muir, 19, York Place, Edinburgh.	J. Stevenson, 3, Madeira Place, Leith.
<i>Ireland.</i>		
Belfast Joiners' and Shipwrights' Standing Demarcation Committee.	*	Joiners' Secretary— W. Walker, 23, Roe St., Belfast. Shipwrights' Secretary— J. Connor, 39, Beechfield St., Belfast.

(7.) Other Metal Trades.

South Wales Tinplate Conciliation Board.	T. W. Jones, 3 & 4, Royal Metal Exchange, Swansea.	Howell Lewis, Siddall Buildings, Alexandra Road, Swansea.
South Staffordshire Bolt and Nut Trade Wages Board.	E. M. Carter, 33, Waterloo St., Birmingham.	Councillor J. Taylor, J.P., 63, Vicar St., Dudley, Worc.
The Conciliation Board of the Brass Foundry Trade.	Agar, Bates & Co., 110, Edmund St., Birmingham.	W. J. Davis, J.P., 70, Lionel St., Birmingham.
Conciliation Board of the Gas and Electric Light Fittings Trade.	Do. do.	Do do.
Conciliation Board of the Water, Steam and Beer Fittings Trade.	Do. do.	Do. do.
Landore Tube Works Conciliation Board.	E. W. Stewart, Mannesmann Tube Works, Landore R.S.O., Glam.	D. Evans, 5, Russell St., Swansea.

* The Employers are not represented on this Board.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(8.)—Textile Trades.

Joint Committee of Employers and Operatives in the Cotton Weaving Industry in North and North-East Lancashire.	J. Taylor, 12, Exchange St., Manchester.	J. Cross, Ewbank Chambers, 17, St. James St., Accrington.
Bradford Dyers' Association Wages Board.	R. C. Thyne, 39, Well St., Bradford.	Councillor J. Hayhurst, Bradford Trades Hall, 90, Sunbridge Rd., Bradford.
Board of Arbitration and Conciliation for the Employers (Dyers) and their Workmen (Dyers) of Leicester and the neighbourhood.	W. F. Quinn, "Beechleigh," 175, Narborough Rd., Leicester.	J. Holmes, Exchange Buildings, Rutland St., Leicester.
Nottingham Lace Trade General Purposes Committee.	W. J. West, Albion Chambers, King St., Nottingham.	W. A. Appleton, Mount St., Nottingham.

(9.)—Boot, Shoe and Clog Trades.

Conciliation Board of Masters' and Journeymen's Amalgamations.—Cloggers.	Matthew Tracey, 10, Lansdowne Rd., Oldham.	D. Stott, 2, Worsley St., Glodwick, Oldham.
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Newcastle-on-Tyne.	C. Rochester Dixon, c/o Dixon, Blair & Co., Ltd., Gallowgate, Newcastle-on-Tyne.	
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leeds.	Geo. Fillingham, F.C.I.S., F.S.A.A., 16, East Parade, Leeds.	J. Wescoe,* 4, Upper Fountaine St., Leeds.
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Leicester.	A. E. W. Chamberlin, <i>Solicitor</i> , 41, Friar Lane, Leicester.	W. H. Lowe,* 5, Johnson's Chambers, Gallow Tree Gate, Leicester.
Stafford Boot and Shoe Conciliation and Arbitration Board.	W. H. Rostance, 9, St. Mary's Grove, Stafford.	—
Anstey Boot and Shoe Trade Arbitration Board.	E. Bosworth, High St., Anstey	A. Worth, High St., Anstey.

* Leading representative of workmen. The Employers' Secretary is the Secretary of the Board.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(9.)—Boot, Shoe and Clog Trades—cont.

Board of Arbitration and Conciliation for the Boot and Shoe Trade of Hinckley and District.	E. H. Gilbert, Roseleigh, Earl Shilton, Hinckley.	
Board of Conciliation and Arbitration for the Boot and Shoe Trade (Lasters and Finishers) of Northampton and its suburbs.	G. F. Lea, Goodyear Chambers, Abington St., Northampton.	Alderman E. L. Poulton, 107, Overstone Rd., Northampton.
Board of Conciliation and Arbitration for the Boot and Shoe Trade (Clickers and Pressmen) of Northampton and its suburbs.	Do. do.	F. Smith, 45, Earl St., Northampton.
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Kettering and Rothwell; No. 1 Section, Lasters and Finishers.	W. C. Cattell, Bank Chambers, High St., Kettering.	
Board of Conciliation and Arbitration for the Boot and Shoe Trade of Kettering and Rothwell; No. 2 Section, Clickers and Pressmen.		
Standing Committee of Army Contractors and Representatives of Boot and Shoe Operatives.		
Norwich Boot and Shoe Trade Arbitration Board.	J. T. Hotblack, Mountergate St., Norwich.	Councillor J. Mason, 41, St. George's St., Norwich.
London Machine Sewn Board (Lasters and Finishers).	J. A. Craig, Basma House, 13A, Fore St., E.C.	T. O'Grady, 33, Goldsmith Row, Hackney, N.E.
Standing Committee for the Louis XV. Heel Trade, London Wholesale.	Do. do.	Washington Chapman, 74, Scawfell St., Hackney Rd., N.E.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(9.)—Boot, Shoe and Clog Trades—cont.

Board of Conciliation and Arbitration for the Boot and Shoe Trade of the City and County of Bristol.	F. J. Ackland, 1, Clare St., Bristol.	R. Bishop,* 34, Wilson St., Bristol.
<i>Scotland.</i>		
East of Scotland Boot Trade Arbitration Board.	T. Morrison, 62-66 Leadsie Rd., Aberdeen.	—
Board of Arbitration and Conciliation for the Boot and Shoe Trade of Glasgow.	Wm. Arnott, 11, Grace Drive, Govan, Glasgow.	

(10.) Tailoring Trades.

<i>National Board.</i>		
General Arbitration Board of the Tailoring Trade of Great Britain and Ireland.	J. Gordon, 10, York St., Manchester.	T. A. Flynn, 415, Oxford Road, Manchester.
<i>England.</i>		
Manchester Conciliation Board for the Tailoring Trade.	Do. do.	Do. do.
Joint Conciliation Board of the Association of London Master Tailors and the Amalgamated Society of Tailors.	C. Corelli, 24A, Regent St., W.	M. Daly, 52, Carnaby St., W.
Joint Conciliation Board of the Association of London Master Tailors and the London Society of Tailors.	Do. do.	C. Colcutt, 16, Heddon St., W.
Federated Conciliation Board of Jewish Tailors.	W. Isaacs, 52, Beaumont Sq., E.	L. Lyons, 79, Cephass St., E.

* Leading representative of workmen. The Employers' Secretary is the Secretary of the Board.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
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(10.)—Tailoring Trades—cont.*Scotland.*

Aberdeen Joint Arbitration Committee of Master and Operative Tailors.

J. Kelly,
10, St. Nicholas St.,
Aberdeen.

C. Lefevre,
37, Ashvale Place,
Aberdeen.

Ireland.

Belfast Tailors' Joint Local Arbitration Committee.

J. Officer,
12, Donegal St.,
Belfast.

J. Collins,
16, Stephen St.,
Belfast.

(11.) Dock and Waterside Labour.

North of England Steamship Owners' Association and North of England Trimmers' and Teemers Association Conciliation Board.

W. T. Todd,
6, Sandhill,
Newcastle-on-Tyne.

Bristol General Importers' and Dock Labourers' Arbitration Board.

—

Wm. Gorman,
28, Prince St.,
Bristol.

Bristol Corn Trade Association and Dockers' Union Arbitration Board.

S. Gane,
56, Queen Sq.,
Bristol.

Do. do.

Cardiff, Penarth, and Barry Coal Bunker Trimming Standing Committee.

W. B. Hawkins,
36, The Exchange,
Cardiff.

S. Fisher,
39, Mount Stuart Sq.,
Cardiff.

Newport Coal and Coke Trimming Conciliation Board.

W. Grey Steer,
c/o Watts, Watts & Co.,
Dock St., Newport,
Mon.

H. Seer,
St. Stephens Rd.,
Newport.

Committee representing the Employers and the Greenock Sugar Porters and Dock Labourers.

W. G. Harvey,
Exchange Buildings,
Greenock.

H. McGhee,
9, Crawford St.,
Greenock.

(12.) Miscellaneous Trades.

The London Letterpress Bookbinders' Piece Price Board.

A. C. Nevett,
60-64 Ironmonger
Row,
Old St., E.C.

W. Coffey,
1A, Gough Sq.,
Fleet St., E.C.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
(12.)—Miscellaneous Trades—cont.		
London Cabinet Makers' Conciliation Board.	A. G. H. Botwright, 14, City Road, E.C.	J. O'Grady, M.P. 11 & 12, Moorgate Chambers, 72, Finsbury Pavement, E.C.
The China Furniture Wages and Conciliation Board.	W. A. Addinsell, 112, Edmund St., Birmingham.	W. Owen, Wharf St., Burslem, Staffs.
Joint Arbitration Committee in the Edinburgh Printing Trade.	•	•
Huddersfield Corporation Tramways Conciliation Board.	J. Henry Field, Town Clerk, Town Hall, Huddersfield.	G. F. Jackson, 5, Leaf Sq., Pendleton, Manchester.

B.—GENERAL BOARDS.

The Industrial Union of Employers and Employed.	T. Smithies Taylor, Stoughton St. Works, Leicester.	W. J. Davis, J.P., 70, Lionel St., Birmingham.
Joint Committee of Trade Unionists and Co-operators.	Councillor J. Johnston, Oak Bank Avenue, Manchester.	
Joint Board of Arbitration composed of Representatives from the Scottish section of the Co-operative Union, Ltd., and the Parliamentary Committee of the Scottish Trades Union Congress.	Jas. Deans, 263, Wallace St., Kingston, Glasgow.	

C.—DISTRICT BOARDS.

Aberdeen Conciliation Board.	C. McCombie and C. Diack, 1, King St., Aberdeen.	
Bristol Conciliation and Arbitration Board.	W. J. Hilliar, J. Curle,	Joint Secretaries, Guildhall, Small St., Bristol.
Derby Conciliation Board	L. W. Wilshire, 24, The Strand, Derby.	S. B. Dickinson, 29, Wild St., Derby.

* There is no Secretary to this Committee.

Title of Board.	Name and Address of Employers' Secretary.	Name and Address of Workmen's Secretary.
Dewsbury and District Board of Conciliation.	C. L. W. Nicholson <i>Solicitor.</i> Church St., Dewsbury.	B. Turner, 73, Talbot St., Batley.
Dudley and District Conciliation Board.	T. H. Gough, 267, Castle St., Dudley	—
Halifax and District Board of Conciliation.	J. Robertshaw, Chamber of Commerce, Harrison Rd., Halifax.	A. Taylor. 32, Skircoat Green, Halifax.
Leeds Board of Conciliation.	B. K. Calvert, <i>Solicitor,</i> 7, Greek St., Leeds.	—
London Labour Conciliation and Arbitration Board.	Kenric B. Murray, <i>Secretary,</i> Chas. E. Musgrave, <i>Assistant Secretary,</i> London Chamber of Commerce, Oxford Court, next 109, Cannon St., E.C.	
Macclesfield and District Conciliation Board.	R. Brown, Chamber of Commerce, Macclesfield.	
Manchester Joint Board of Conciliation.	G. D. Kelley, M.P., 63, Upper Brook St., Manchester.	
Plymouth Committee of Arbitration.	Alfred Latimer, Incorporated Chamber of Commerce, Plymouth.	
Wakefield and District Board of Labour Conciliation.	Basil S. Briggs, King Street Chambers, Wakefield.	W. B. Dyson, 38, Vicarage St., Wakefield.
Walsall and District Conciliation and Arbitration Board.	Albert Law, F.S.A.A., Midland Chambers, The Bridge. Walsall.	A. Beech, 44, Pargeter St., Walsall.
Warrington Joint Board of Conciliation.	E. Plinston, 194, Wilderspool Causeway, Warrington.	
Yeadon, Guiseley and District Conciliation Board.	H. Lockwood, 32, Ivegata, Yeadon.	

APPENDIX IV.

TEXT OF THE CONCILIATION ACT, 1896.

(59 & 60 Vict. Ch. 30.)

An Act to make better Provision for the Prevention and Settlement of Trade Disputes.

A.D. 1896.

[7th August, 1896.]

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same as follows:—

1.—(1.) Any board established either before or after the passing of this Act, which is constituted for the purpose of settling disputes between employers and workmen by conciliation or arbitration, or any association or body authorised by an agreement in writing made between employers and workmen to deal with such disputes (in this Act referred to as a Conciliation Board), may apply to the Board of Trade for registration under this Act.

Registration
and powers of
Conciliation
Boards.

(2.) The application must be accompanied by copies of the constitution, byelaws, and regulations of the Conciliation Board, with such other information as the Board of Trade may reasonably require.

(3.) The Board of Trade shall keep a register of Conciliation Boards, and enter therein with respect to each registered board its name and principal office, and such other particulars as the Board of Trade may think expedient, and any registered Conciliation Board shall be entitled to have its name removed from the register on sending to the Board of Trade a written application to that effect.

(4.) Every registered Conciliation Board shall furnish such returns, reports of its proceedings, and other documents as the Board of Trade may reasonably require.

(5.) The Board of Trade may, on being satisfied that a registered Conciliation Board has ceased to exist or to act, remove its name from the register.

(6.) Subject to any agreement to the contrary, proceedings for conciliation before a registered Conciliation Board shall be conducted in accordance with the regulations of the Board in that behalf.

2.—(1.) Where a difference exists or is apprehended between an employer, or any class of employers, and workmen, or between different classes of workmen, the Board of Trade may, if they think fit, exercise all or any of the following powers, namely,—

Powers of
Board of
Trade as to
trade disputes.

(a) inquire into the causes and circumstances of the difference;

(b) take such steps as to the Board may seem expedient for the purpose of enabling the parties to the difference to meet together, by themselves or their representatives, under the presidency of a chairman mutually agreed upon or nominated by the Board of Trade or by some other person or body, with a view to the amicable settlement of the difference;

(c) on the application of employers or workmen interested, and after taking into consideration the existence and adequacy of means available for conciliation in the district or trade and the circumstances of the case, appoint a person or persons to act as conciliator or as a Board of Conciliation.

(d) on the application of both parties to the difference, appoint an arbitrator.

(2.) If any person is so appointed to act as conciliator, he shall inquire into the causes and circumstances of the difference by communication with the parties, and otherwise shall endeavour to bring about a settlement of the difference, and shall report his proceedings to the Board of Trade.

(3.) If a settlement of the difference is effected either by conciliation or by arbitration, a memorandum of the terms thereof shall be drawn up and signed by the parties or their representatives, and a copy thereof shall be delivered to and kept by the Board of Trade.

Exclusion of
52 & 53 Vict.
c. 49.

3. The Arbitration Act, 1889, shall not apply to the settlement by arbitration of any difference or dispute to which this Act applies, but any such arbitration proceedings shall be conducted in accordance with such of the provisions of the said Act, or such of the regulations of any Conciliation Board, or under such other rules or regulations, as may be mutually agreed upon by the parties to the difference or dispute.

Power for
Board of
Trade to aid
in establishing
Conciliation
Boards.

4. If it appears to the Board of Trade that in any district or trade adequate means do not exist for having disputes submitted to a Conciliation Board for the district or trade, they may appoint any person or persons to inquire into the conditions of the district or trade, and to confer with employers and employed, and, if the Board or Trade think fit, with any local authority or body, as to the expediency of establishing a Conciliation Board for the district or trade.

Report to
Parliament.

5. The Board of Trade shall from time to time present to Parliament a report of their proceedings under this Act.

Expenses.

6. The expenses incurred by the Board of Trade in the execution of this Act shall be defrayed out of moneys provided by Parliament.

Repeal
5 Geo. 4. c. 96,
30 & 31 Vict.
c. 105,
35 & 36 Vict.
c. 46.

7. The Masters and Workmen Arbitration Act, 1824, and the Councils of Conciliation Act, 1867, and the Arbitration (Masters and Workmen) Act, 1872, are hereby repealed.

Short title.

8. This Act may be cited as the Conciliation Act, 1896.

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The "**Board of Trade Labour Gazette**" gives full information relating to the state of Employment in the principal trades in the United Kingdom, based on monthly returns from employers and their associations, trade unions, and other sources. Special articles are also given on matters of current interest, as well as statistical and other information respecting Trade Disputes, Changes in Wages and Hours, Conciliation and Arbitration cases, Industrial Accidents, Legal cases affecting Labour, Prices, Railway Traffic Receipts, Foreign Trade in the United Kingdom, Employment in the Colonies and Abroad, &c. [Pp. 32, fcap.; price 1d. monthly from local newsgents.]

Eleventh Abstract of Labour Statistics of the United Kingdom, 1902-4.—This volume gives a summary of labour statistics for the United Kingdom for a series of years. Among the various subjects dealt with are :—Employment, Wages, Disputes, Trade Unions, Co-operation, Accidents, Pauperism, &c., &c. [Cd. 3,690; pp. xvii. and 256, 8vo; price 1s. 2d., by post 1s. 5d.]

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Second Report on the Wages, Earnings and Conditions of Employment of Agricultural Labourers in the United Kingdom.—[Cd. 2,376; pp. 275, fcap; price 2s. 9d., by post 3s.]

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CONCILIATION AND ARBITRATION BOARDS.

BOARD OF TRADE (LABOUR DEPARTMENT).

REPORT

ON

RULES

OF

VOLUNTARY CONCILIATION AND ARBITRATION BOARDS AND JOINT COMMITTEES.

presented to both Houses of Parliament by Command of His Majesty.



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